

119TH CONGRESS
1ST SESSION

H. R. 4161

To prohibit a court from awarding damages based on race, ethnicity, gender, or actual or perceived sexual orientation, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 26, 2025

Mr. CASTEN (for himself and Ms. NORTON) introduced the following bill;
which was referred to the Committee on the Judiciary

A BILL

To prohibit a court from awarding damages based on race, ethnicity, gender, or actual or perceived sexual orientation, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Calculations in
5 Civil Damages Act of 2025”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act—

8 (1) the term “future earnings table” includes
9 any table or compilation of economic data used to

1 determine, taking into account the median earnings
2 in a geographic region—

3 (A) how many years an individual would
4 have worked in the future; or

5 (B) the average wage an individual would
6 have earned in the future; and

7 (2) the term “protected class” means a group
8 of individuals sharing a common characteristic or
9 identity who are legally protected against discrimina-
10 tion.

11 **SEC. 3. CALCULATIONS OF DAMAGES.**

12 (a) IN GENERAL.—Notwithstanding any other provi-
13 sion of law, no court of the United States may award dam-
14 ages to a plaintiff in a civil action using a calculation for
15 the projected future earning potential of that plaintiff that
16 takes into account the actual or perceived race, ethnicity,
17 or sex (including gender, gender identity, sexual orienta-
18 tion, and sex characteristics including intersex traits).

19 (b) RULE OF CONSTRUCTION.—Nothing in this sec-
20 tion shall be construed to deny a court from ordering dam-
21 ages based on the fact that the plaintiff is a member of
22 a protected class or for the purposes of Federal civil rights
23 laws.

1 **SEC. 4. INCLUSIVE FUTURE EARNINGS TABLES.**

2 Not later than 180 days after the date of enactment
3 of this Act—

4 (1) the Secretary of Labor shall develop guid-
5 ance for forensic economists to develop inclusive fu-
6 ture earnings tables that do not rely on race, eth-
7 nicity, gender, or actual or perceived sexual orienta-
8 tion; and

9 (2) the Secretary of Labor and the Attorney
10 General shall develop guidance for States on how to
11 make calculations of future earnings in State tort
12 proceedings free of bias on the basis of actual or
13 perceived race, ethnicity, and sex (including gender,
14 gender identity, sexual orientation, and sex charac-
15 teristics including intersex traits).

16 **SEC. 5. STUDY AND REPORT.**

17 (a) JUDICIAL CONFERENCE OF THE UNITED
18 STATES.—

19 (1) IN GENERAL.—Not later than 1 year after
20 the date of enactment of this Act, the Judicial Con-
21 ference of the United States shall conduct a study
22 on—

23 (A) damages awarded under Federal law
24 for personal injury; and

25 (B) the aggregate data described in para-
26 graph (1)—

- 1 (i) by case type, including employment
2 discrimination and tort damages; or
3 (ii) by protected classes, including ac-
4 tual or perceived race, ethnicity, and sex
5 (including gender, gender identity, sexual
6 orientation, and sex characteristics includ-
7 ing intersex traits).

8 (2) REPORT.—Not later than 18 months after
9 the date of enactment of this Act, the Judicial Con-
10 ference of the United States shall submit to Con-
11 gress a report on the study conducted under para-
12 graph (1).

13 (b) ADMINISTRATIVE OFFICE OF THE UNITED
14 STATES COURTS.—Not later than 1 year after the date
15 of enactment of this Act, the Administrative Office of the
16 United States Courts shall conduct a study and submit
17 to Congress recommendations resulting from the study on
18 how to ensure that calculations of future earning potential
19 of plaintiffs that take into account age and disability with-
20 out conflicting with Federal equal protection laws.

21 **SEC. 6. TRAINING.**

22 The Federal Judicial Center shall conduct training
23 for Federal judges on how to implement this Act, includ-

- 1 ing instructions on how to use tables on future earnings
- 2 in evidence that comply with this Act.

