

110TH CONGRESS  
1ST SESSION

# S. 2453

To amend title VII of the Civil Rights Act of 1964 to clarify requirements relating to nondiscrimination on the basis of national origin.

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## IN THE SENATE OF THE UNITED STATES

DECEMBER 12, 2007

Mr. ALEXANDER introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend title VII of the Civil Rights Act of 1964 to clarify requirements relating to nondiscrimination on the basis of national origin.

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 “Protecting English in  
5       the Workplace Act”.

6       **SEC. 2. REQUIREMENTS REGARDING SPEAKING ENGLISH**  
7       **WHILE ENGAGED IN WORK.**

8       Section 703 of the Civil Rights Act of 1964 (42  
9       U.S.C. 2000e–2) is amended by adding at the end the fol-  
10      lowing:

1       “(o)(1) Notwithstanding any other provision of this  
2 title, it shall not be an unlawful employment practice for  
3 an employer to require an employee to speak, or an appli-  
4 cant for employment to agree to speak, English while en-  
5 gaged in work.

6       “(2)(A) An individual shall not be considered to be  
7 engaged in work under paragraph (1) during a bona fide  
8 meal period, a rest period, or any other break, during  
9 which the individual is not required to perform any duties.

10       “(B) In this paragraph, the term ‘bona fide meal pe-  
11 riod’ means such a period, and the term ‘rest period’  
12 means such a period, within the meaning of section 785.19  
13 of title 29, Code of Federal Regulations (or any cor-  
14 responding similar regulation or ruling).”.

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