

Workplace Discrimination / Sexual Harassment

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Workplace Discrimination / Sexual Harassment

H.R.2015

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Title: Employment Non-Discrimination Act of 2007

Purpose: to prohibit employment discrimination on the basis of sexual orientation or gender identity.

Sponsor: [D] [Rep Frank, Barney](#) [3] [MA-4] (introduced 4/24/07); Cosponsors (171)

Latest Major Action: 9/5/2007 Referred to the Subcommittee on Health, Employment, Labor, and Pensions. House committee/subcommittee actions.

Status: Subcommittee Hearings Held.

Summary: Prohibits employment discrimination on the basis of actual or perceived sexual orientation or gender identity by employers, employment agencies, labor organizations, or joint labor-management committees (collectively referred to as "covered entities"). Prohibits preferential treatment or quotas. Provides for the construction of this Act with regard to: (1) enforcement by employers of rules and policies; (2) sexual harassment; (3) certain shared facilities such as showers or dressing facilities; (4) dress and grooming standards; and (5) certain matters relating to marriage. Prohibits the Equal Employment Opportunity Commission (EEOC) from collecting statistics from covered entities on actual or perceived sexual orientation or gender identity. This act does not apply to religious organizations and to U.S. armed forces and does not repeal any law creating special rights or preferences concerning employment for a veteran.

ASPIRA Policy Position

In general, ASPIRA supports legislation to ensure non-discrimination in the workplace.

ASPIRA, however, has not taken a position on discrimination on the basis of gender identity (transsexual and transgender individuals).

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