

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 3231
OFFERED BY MR. CUMMINGS OF MARYLAND

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Federal Intern Protec-
3 tion Act of 2015”.

4 SEC. 2. PROHIBITED PERSONNEL PRACTICES.

5 (a) IN GENERAL.—Section 2302 of title 5, United
6 States Code, is amended by adding at the end the fol-
7 lowing:

8 “(g)(1) All protections afforded to an employee under
9 subparagraphs (A), (B), and (D) of subsection (b)(1) shall
10 be afforded, in the same manner and to the same extent,
11 to an intern and an applicant for internship.

12 “(2) For purposes of the application of this sub-
13 section, a reference to an employee shall be considered a
14 reference to an intern in—

15 “(A) section 717 of the Civil Rights Act of
16 1964 (42 U.S.C. 2000e–16);

1 “(B) sections 12 and 15 of the Age Discrimina-
2 tion in Employment Act of 1967 (29 U.S.C. 631,
3 633a); and

4 “(C) section 501 of the Rehabilitation Act of
5 1973 (29 U.S.C. 791).

6 “(3) In this subsection, the term ‘intern’ means an
7 individual who performs uncompensated voluntary service
8 in an agency to earn credit awarded by an educational in-
9 stitution or to learn a trade or occupation.”.

10 (b) CONFORMING AMENDMENT.—Section 3111(c)(1)
11 of title 5, United States Code, is amended by inserting
12 “section 2302(g) (relating to prohibited personnel prac-
13 tices),” before “chapter 81”.

Amend the title so as to read: “A bill to amend title
5, United States Code, to protect unpaid interns in the
Federal Government from workplace harassment and dis-
crimination, and for other purposes.”.

