

114TH CONGRESS
1ST SESSION

H. R. 3231

To amend title 5, United States Code, to protect unpaid interns in the Federal government from workplace harassment and discrimination, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 28, 2015

Mr. CUMMINGS (for himself, Mr. SCOTT of Virginia, and Ms. MENG) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to protect unpaid interns in the Federal government from workplace harassment and discrimination, 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 “Federal Intern Protec-
5 tion Act of 2015”.

6 **SEC. 2. PROHIBITED PERSONNEL PRACTICES.**

7 Section 2302 of title 5, United States Code, is
8 amended by adding at the end the following:

1 “(g)(1) All protections afforded to an employee under
2 subparagraphs (A), (B), and (D) of subsection (b)(1) shall
3 be afforded, in the same manner and to the same extent,
4 to an intern, including an applicant for internship and a
5 former intern.

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

9 “(A) section 717 of the Civil Rights Act of
10 1964 (42 U.S.C. 2000e–16);

11 “(B) sections 12 and 15 of the Age Discrimina-
12 tion in Employment Act of 1967 (29 U.S.C. 631,
13 633a); and

14 “(C) section 501 of the Rehabilitation Act of
15 1973 (29 U.S.C. 791).

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

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