



Employment Non-Discrimination Act

Employment Non-Discrimination Act of 2009 (H.R. 3017 and S. 1584)

Sponsored by Representative Barney Frank (D-MA) and Senator Jeff Merkley (D-OR)

The Employment Non-Discrimination Act (ENDA) of 2009 is designed to prohibit employers from making decisions about hiring, firing, promoting, or compensating an employee based on sexual orientation or gender identity.

Specifically, ENDA would:

- Extend federal employment discrimination protections currently based on race, religion, sex, national origin, age and disability to include sexual orientation and gender identity;
- Prohibit public and private employers, employment agencies and labor unions from using an individual's sexual orientation or gender identity as the basis for employment decisions, such as hiring, firing, promotion or compensation;
- Provide for the same procedures, and similar, but somewhat more limited, remedies as are permitted under Title VII and the Americans with Disabilities Act;
- Apply to Congress and the federal government, as well as employees of state and local governments.

ENDA was introduced in the House and Senate in 2009. APA strongly urges congressional action on the bill before the end of the 111th Congress.

