



Employment Non-Discrimination Act in the 111th Congress

Employment Non-Discrimination Act

Introduced as "Employment Non-Discrimination Act of 2007" (H.R. 3685/110th Congress) by Representatives Barney Frank (D-MA), Robert Andrews (D-NJ), Tammy Baldwin (D-WI), Stephen Cohen (D-TN), Bob Filner (D-CA), Jane Harman (D-CA), George Miller (D-CA), Deborah Pryce (R-OH), Christopher Shays (R-CT), Debbie Wasserman Schultz (D-FL); and Lynn Woolsey (D-CA).

The Employment Non-Discrimination Act (ENDA) of 2007 was designed to prohibit employers from making decisions about hiring, firing, promoting, or compensating an employee based on sexual orientation.

Specifically, ENDA of 2007 would:

- Extend federal employment discrimination protections currently based on race, religion, sex, national origin, age and disability to include actual or perceived sexual orientation;
- Prohibit public and private employers, employment agencies and labor unions from using an individual's actual or perceived sexual orientation 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 approved by the House Committee on Education and Labor on October 18, 2007, and was passed by the full House on November 7, 2007.

APA strongly urges Congress to re-introduce this important bill in the 111th Congress, and include provisions that address gender identity concerns. We offer our association's assistance in furthering passage of this vital legislation in a timely fashion.

