

116TH CONGRESS
2D SESSION

H. R. 7798

To amend the Foreign Service Act of 1980 relating to selection boards regarding performance evaluations of Foreign Service officers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 27, 2020

Mr. CASTRO of Texas (for himself and Ms. TITUS) introduced the following bill; which was referred to the Committee on Foreign Affairs

A BILL

To amend the Foreign Service Act of 1980 relating to selection boards regarding performance evaluations of Foreign Service officers, 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 “Promotion Accessi-
5 bility Act”.

1 **SEC. 2. IMPLEMENTATION OF GAP MEMORANDUM IN SE-**
2 **LECTION BOARD PROCESS.**

3 (a) IN GENERAL.—Section 603 of the Foreign Serv-
4 ice Act of 1980 (22 U.S.C. 4003) is amended by adding
5 at the end the following new subsection:

6 “(c)(1) A member of the Service or member of the
7 Senior Foreign Service whose performance will be evalu-
8 ated by a selection board may submit to such selection
9 board a gap memo in advance of such evaluation.

10 “(2) Members of a selection board may not consider
11 as negative the submission of a gap memo by a member
12 described in paragraph (1) when evaluating the perform-
13 ance of such member.

14 “(3) In this subsection, the term ‘gap memo’ means
15 a written record, submitted to a selection board in a stand-
16 ard format established by the Director General of the For-
17 eign Service, which indicates and explains a gap in the
18 record of a member of the Service or member of the Senior
19 Foreign Service whose performance will be evaluated by
20 such selection board, which gap is due to personal cir-
21 cumstances, including for health, family, or other reason
22 as determined by the Director General in consultation with
23 the Committee on Foreign Affairs of the House of Rep-
24 resentatives and the Committee on Foreign Relations of
25 the Senate.”.

26 (b) CONSULTATION AND GUIDANCE.—

1 (1) CONSULTATION.—Not later than 30 days
2 after the date of the enactment of this Act, the Di-
3 rector General of the Foreign Service shall consult
4 with the Committee on Foreign Affairs of the House
5 of Representatives and the Committee on Foreign
6 Relations of the Senate regarding the development
7 of the gap memo under subsection (c) of section 603
8 of the Foreign Service Act of 1980, as added by sub-
9 section (a).

10 (2) DEFINITION.—In this subsection, the term
11 “gap memo” has the meaning given such term in
12 subsection (c) of section 603 of the Foreign Service
13 Act of 1980.

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