

economic development of states in the region", was unanimously adopted on February 29, 2012: Now, therefore, be it

*Resolved*, That the Senate—

(1) condemns acts of armed robbery at sea, piracy, and other maritime crime in the Gulf of Guinea;

(2) endorses and supports the efforts made by United States Government agencies to assist affected West and Central African countries to build capacity to combat armed robbery at sea, piracy, and other maritime threats, and encourages the President to continue such assistance, as appropriate, within resource constraints; and

(3) commends the African Union, sub-regional entities such as the ECOWAS and ECCAS, and the various international agencies that have worked to develop policy and program frameworks for enhancing maritime security in West and Central Africa, and encourages these entities and their member states to continue to build upon these and other efforts to achieve that end.

#### AMENDMENTS SUBMITTED AND PROPOSED

SA 2012. Mr. REID (for Mr. PORTMAN (for himself, Ms. AYOTTE, Mr. HELLER, Mr. HATCH, and Mr. MCCAIN)) proposed an amendment to the bill S. 815, to prohibit employment discrimination on the basis of sexual orientation or gender identity.

SA 2013. Mr. REID (for Mr. TOOMEY (for himself, Mr. FLAKE, and Mr. MCCAIN)) proposed an amendment to the bill S. 815, supra.

SA 2014. Mr. REID proposed an amendment to the bill S. 815, supra.

SA 2015. Mr. REID proposed an amendment to amendment SA 2014 proposed by Mr. REID to the bill S. 815, supra.

SA 2016. Mr. REID proposed an amendment to the bill S. 815, supra.

SA 2017. Mr. REID proposed an amendment to amendment SA 2016 proposed by Mr. REID to the bill S. 815, supra.

SA 2018. Mr. REID proposed an amendment to amendment SA 2017 proposed by Mr. REID to the amendment SA 2016 proposed by Mr. REID to the bill S. 815, supra.

SA 2019. Mr. VITTER submitted an amendment intended to be proposed by him to the bill S. 815, supra; which was ordered to lie on the table.

SA 2020. Ms. COLLINS (for Mr. REID) proposed an amendment to amendment SA 2013 proposed by Mr. REID (for Mr. TOOMEY (for himself, Mr. FLAKE, and Mr. MCCAIN)) to the bill S. 815, supra.

SA 2021. Mr. BLUMENTHAL submitted an amendment intended to be proposed by him to the bill S. 815, supra; which was ordered to lie on the table.

SA 2022. Mr. FLAKE submitted an amendment intended to be proposed by him to the bill S. 815, supra; which was ordered to lie on the table.

SA 2023. Ms. HIRONO (for Mr. SANDERS) proposed an amendment to the bill S. 287, to amend title 38, United States Code, to improve assistance to homeless veterans, and for other purposes.

#### TEXT OF AMENDMENTS

**SA 2012.** Mr. REID (for Mr. PORTMAN (for himself, Ms. AYOTTE, Mr. HELLER, Mr. HATCH, and Mr. MCCAIN)) proposed an amendment to the bill S. 815, to prohibit employment discrimination on the basis of sexual orientation or gender identity; as follows:

Strike sections 2 through 6 and insert the following:

#### SEC. 2. PURPOSES.

The purposes of this Act are—

(1) to address the history and persistent, widespread pattern of discrimination on the bases of sexual orientation and gender identity by private sector employers and local, State, and Federal Government employers;

(2) to provide an explicit, comprehensive Federal prohibition against employment discrimination on the bases of sexual orientation and gender identity, including meaningful and effective remedies for any such discrimination;

(3) to invoke congressional powers, including the powers to enforce the 14th Amendment to the Constitution, and to regulate interstate commerce pursuant to section 8 of article I of the Constitution, in order to prohibit employment discrimination on the bases of sexual orientation and gender identity; and

(4) to reinforce the Nation's commitment to fairness and equal opportunity in the workplace consistent with the fundamental right of religious freedom.

#### SEC. 3. DEFINITIONS.

(a) IN GENERAL.—In this Act:

(1) COMMISSION.—The term "Commission" means the Equal Employment Opportunity Commission.

(2) COVERED ENTITY.—The term "covered entity" means an employer, employment agency, labor organization, or joint labor-management committee.

(3) DEMONSTRATES.—The term "demonstrates" means meets the burdens of production and persuasion.

(4) EMPLOYEE.—

(A) IN GENERAL.—The term "employee" means—

(i) an employee as defined in section 701(f) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(f));

(ii) a State employee to which section 302(a)(1) of the Government Employee Rights Act of 1991 (42 U.S.C. 2000e-16b(a)(1)) applies;

(iii) a covered employee, as defined in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. 1301) or section 411(c) of title 3, United States Code; or

(iv) an employee or applicant to which section 717(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16(a)) applies.

(B) EXCEPTION.—The provisions of this Act that apply to an employee or individual shall not apply to a volunteer who receives no compensation.

(5) EMPLOYER.—The term "employer" means—

(A) a person engaged in an industry affecting commerce (as defined in section 701(h) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(h)) who has 15 or more employees (as defined in subparagraphs (A)(i) and (B) of paragraph (4)) for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such a person, but does not include a bona fide private membership club (other than a labor organization) that is exempt from taxation under section 501(c) of the Internal Revenue Code of 1986;

(B) an employing authority to which section 302(a)(1) of the Government Employee Rights Act of 1991 applies;

(C) an employing office, as defined in section 101 of the Congressional Accountability Act of 1995 or section 411(c) of title 3, United States Code; or

(D) an entity to which section 717(a) of the Civil Rights Act of 1964 applies.

(6) EMPLOYMENT AGENCY.—The term "employment agency" has the meaning given the term in section 701(c) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(c)).

(7) GENDER IDENTITY.—The term "gender identity" means the gender-related identity,

appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth.

(8) LABOR ORGANIZATION.—The term "labor organization" has the meaning given the term in section 701(d) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(d)).

(9) PERSON.—The term "person" has the meaning given the term in section 701(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(a)).

(10) SEXUAL ORIENTATION.—The term "sexual orientation" means homosexuality, heterosexuality, or bisexuality.

(11) STATE.—The term "State" has the meaning given the term in section 701(i) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(i)).

(b) APPLICATION OF DEFINITIONS.—For purposes of this section, a reference in section 701 of the Civil Rights Act of 1964—

(1) to an employee or an employer shall be considered to refer to an employee (as defined in subsection (a)(4)) or an employer (as defined in subsection (a)(5)), respectively, except as provided in paragraph (2) of this subsection; and

(2) to an employer in subsection (f) of that section shall be considered to refer to an employer (as defined in subsection (a)(5)(A)).

#### SEC. 4. EMPLOYMENT DISCRIMINATION PROHIBITED.

(a) EMPLOYER PRACTICES.—It shall be an unlawful employment practice for an employer—

(1) to fail or refuse to hire or to discharge any individual, or otherwise discriminate against any individual with respect to the compensation, terms, conditions, or privileges of employment of the individual, because of such individual's actual or perceived sexual orientation or gender identity; or

(2) to limit, segregate, or classify the employees or applicants for employment of the employer in any way that would deprive or tend to deprive any individual of employment or otherwise adversely affect the status of the individual as an employee, because of such individual's actual or perceived sexual orientation or gender identity.

(b) EMPLOYMENT AGENCY PRACTICES.—It shall be an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of the actual or perceived sexual orientation or gender identity of the individual or to classify or refer for employment any individual on the basis of the actual or perceived sexual orientation or gender identity of the individual.

(c) LABOR ORGANIZATION PRACTICES.—It shall be an unlawful employment practice for a labor organization—

(1) to exclude or to expel from its membership, or otherwise to discriminate against, any individual because of the actual or perceived sexual orientation or gender identity of the individual;

(2) to limit, segregate, or classify its membership or applicants for membership, or to classify or fail or refuse to refer for employment any individual, in any way that would deprive or tend to deprive any individual of employment, or would limit such employment or otherwise adversely affect the status of the individual as an employee or as an applicant for employment because of such individual's actual or perceived sexual orientation or gender identity; or

(3) to cause or attempt to cause an employer to discriminate against an individual in violation of this section.

(d) TRAINING PROGRAMS.—It shall be an unlawful employment practice for any employer, labor organization, or joint labor-