117TH CONGRESS 1ST SESSION

H.R.3992

AN ACT

To amend the Age Discrimination in Employment Act of 1967 to prohibit employers from limiting, segregating, or classifying applicants for employment.

- 1 Be it enacted by the Senate and House of Representa-
- ${\it 2\ tives\ of\ the\ United\ States\ of\ America\ in\ Congress\ assembled},$

1 SECTION 1. SHORT TITLE.

- This Act may be cited as the "Protect Older Job Ap-
- 3 plicants Act of 2021" or "POJA Act of 2021".
- 4 SEC. 2. PROHIBITION AGAINST LIMITING, SEGREGATING,
- 5 OR CLASSIFYING APPLICANTS FOR EMPLOY-
- 6 MENT.
- 7 Section 4(a)(2) of the Age Discrimination in Employ-
- 8 ment Act of 1967 (29 U.S.C. 623(a)(2)) is amended—
- 9 (1) by inserting "or applicants for employment"
- after "employees"; and
- 11 (2) by inserting "or as an applicant for employ-
- ment" after "employee".
- 13 **SEC. 3. STUDY.**
- Not later than 1 year after the date of the enactment
- 15 of this Act, the Equal Employment Opportunity Commis-
- 16 sion shall conduct a study to determine the number of
- 17 claims pending or filed with the Commission since 2015
- 18 under the Age Discrimination in Employment Act of 1967
- 19 (29 U.S.C. 621 et seq.), including claims in closed cases,
- 20 by job applicants who may have been adversely impacted
- 21 by age discrimination in the job application process. The
- 22 Chairman of the Commission shall submit to the Com-
- 23 mittee on Education and Labor of the House of Rep-
- 24 resentatives and the Committee on Health, Education,
- 25 Labor, and Pensions of the Senate, and shall make avail-
- 26 able to the public, a report that contains the results of

- 1 the study, including recommendations for best practices
- 2 to prevent, combat, and address age discrimination in the
- 3 hiring process.

Passed the House of Representatives November 4, 2021.

Attest:

Clerk.

117TH CONGRESS H. R. 3992

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