

# Union Calendar No. 91

117TH CONGRESS  
1ST SESSION

# H. R. 3992

[Report No. 117-127]

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

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 17, 2021

Ms. GARCIA of Texas introduced the following bill; which was referred to the Committee on Education and Labor

SEPTEMBER 23, 2021

Additional sponsors: Mr. SCOTT of Virginia, Ms. WILD, Mr. JONES, Mr. GRIJALVA, Mr. DESAULNIER, Mr. SABLAN, Mrs. HAYES, Ms. BONAMICI, Ms. WILSON of Florida, Ms. LEE of California, Mr. RUSH, Mr. BEYER, Mr. GARCÍA of Illinois, Ms. NORTON, Mr. BOWMAN, Mr. MFUME, Ms. JAYAPAL, Ms. SPEIER, Mr. DANNY K. DAVIS of Illinois, Ms. WATERS, Ms. ADAMS, Mr. CICILLINE, Ms. MATSUI, Mr. LAWSON of Florida, Mr. GREEN of Texas, Ms. DEAN, Mr. RUIZ, Ms. ROSS, Ms. NEWMAN, Mr. CÁRDENAS, Mr. GALLEGO, Mr. YOUNG, Ms. PRESSLEY, Mr. CASTRO of Texas, Mr. ESPAILLAT, Mr. MRVAN, Mr. YARMUTH, Mr. COSTA, Mr. EVANS, Mrs. AXNE, Ms. JOHNSON of Texas, Mr. NORCROSS, Mr. TAKANO, Ms. LEGER FERNANDEZ, Mr. MORELLE, Mr. LEVIN of Michigan, Mr. COURTNEY, Ms. WILLIAMS of Georgia, Mrs. WATSON COLEMAN, Ms. BARRAGÁN, Mrs. MCBATH, Ms. JACKSON LEE, Mr. PAYNE, Ms. MCCOLLUM, Ms. TLAIB, Ms. LOIS FRANKEL of Florida, Ms. ROYBAL-ALLARD, Mr. POCAN, Mr. LARSON of Connecticut, Mr. SOTO, Mr. ALLRED, and Mr. PAPPAS

SEPTEMBER 23, 2021

Reported with amendments, committed to the Committee of the Whole House  
on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on June 17, 2021]

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## **A BILL**

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-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4        *This Act may be cited as the “Protect Older Job Appli-*  
5 *cants Act of 2021” or “POJA Act of 2021”.*

6 **SEC. 2. PROHIBITION AGAINST LIMITING, SEGREGATING,**  
7 **OR CLASSIFYING APPLICANTS FOR EMPLOY-**  
8 **MENT.**

9        *Section 4(a)(2) of the Age Discrimination in Employ-*  
10 *ment Act of 1967 (29 U.S.C. 623(a)(2)) is amended—*

11            *(1) by inserting “or applicants for employment”*  
12 *after “employees”, and*

13            *(2) by inserting “or as an applicant for employ-*  
14 *ment” after “employee”.*

Amend the title so as to read: “A bill to amend the Age Discrimination in Employment Act of 1967 to prohibit employers from limiting, segregating, or classifying applicants for employment.”.

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117<sup>TH</sup> CONGRESS  
1<sup>ST</sup> Session

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