

118TH CONGRESS
2D SESSION

H. R. 8298

To amend section 1977A of the Revised Statutes of 1977 to equalize the remedies available under that section and to amend the Age Discrimination in Employment Act of 1967 to provide any legal or equitable relief available under title VII of the Civil Rights Act of 1964.

IN THE HOUSE OF REPRESENTATIVES

MAY 8, 2024

Ms. BONAMICI (for herself and Mr. SCOTT of Virginia) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend section 1977A of the Revised Statutes of 1977 to equalize the remedies available under that section and to amend the Age Discrimination in Employment Act of 1967 to provide any legal or equitable relief available under title VII of the Civil Rights Act of 1964.

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 “Equal Remedies Act
5 of 2024”.

1 **SEC. 2. EQUALIZATION OF REMEDIES.**

2 Section 1977A of the Revised Statutes (42 U.S.C.
3 1981a) is amended—

4 (1) by amending (b)(3) to read as follows:

5 “(3) LOSSES.—Compensatory damages are
6 available under this section for past and future pe-
7 cuniary losses, emotional pain, suffering, inconven-
8 ience, mental anguish, loss of enjoyment of life, and
9 other non-pecuniary losses.”; and

10 (2) in subsection (c) by striking “section—”
11 and all that follows through the period at the end,
12 and inserting “section, any party may demand a
13 jury trial.”.

14 **SEC. 3. COMPENSATORY AND PUNITIVE DAMAGES AVAIL-**
15 **ABLE FOR AGE DISCRIMINATION.**

16 Section 7(b) of the Age Discrimination in Employ-
17 ment Act of 1967 (29 U.S.C. 626(b)) is amended—

18 (1) by striking “The” and all that follows
19 through the 3d sentence and inserting the following:

20 “Except as otherwise provided in another subsection of
21 this section, or section 9 of this Act, the powers, remedies,
22 and procedures set forth in sections 705, 706, 707, 709,
23 and 710 of the Civil Rights Act of 1964 (42 U.S.C.
24 2000e-4, 2000e-5, 2000e-6, 2000e-8, and 2000e-9)
25 shall be the powers, remedies, and procedures this Act
26 provides to the Commission, to the Attorney General, or

1 to any person alleging discrimination on the basis of age
2 in violation of sections 4 and 15 of this Act, or regulations
3 promulgated under section 9 of this Act.”; and

4 (2) in the 4th sentence by striking “or enforce-
5 ing the liability for amounts deemed to be unpaid
6 minimum wages or unpaid overtime compensation
7 under this section” and inserting “and including any
8 type of legal or equitable relief available under title
9 VII of the Civil Rights Act of 1964 (42 U.S.C.
10 2000e et seq.)”.

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