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(Original Signature of Member)

118TH CONGRESS
2D SESSION

H. R. _____

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

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
3 U.S.C.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 FORAGE 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, the powers, remedies, and proce-
22 dures set forth in sections 705, 706, 707, 709, and 710
23 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4,
24 2000e-5, 2000e-6, 2000e-8, and 2000e-9) shall be the
25 powers, remedies, and procedures this Act provides to the
26 Commission, to the Attorney General, or to any person

1 alleging discrimination on the basis of age in violation of
2 sections 4 and 15, or regulations promulgated under sec-
3 tion 9.”; 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.)”.