

114TH CONGRESS  
2D SESSION

# S. 2480

To amend title 5, United States Code, to protect unpaid interns in the Federal Government from workplace harassment and discrimination, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

FEBRUARY 2, 2016

Ms. BALDWIN introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To amend title 5, United States Code, to protect unpaid interns in the Federal Government from workplace harassment and discrimination, and for other purposes.

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 “Federal Intern Protec-  
5 tion Act of 2015”.

6 **SEC. 2. PROHIBITED PERSONNEL PRACTICES.**

7 (a) IN GENERAL.—Section 2302 of title 5, United  
8 States Code, is amended by adding at the end the fol-  
9 lowing:

1 “(g)(1) All protections afforded to an employee under  
2 subparagraphs (A), (B), and (D) of subsection (b)(1) shall  
3 be afforded, in the same manner and to the same extent,  
4 to an intern and an applicant for internship.

5 “(2) For purposes of the application of this sub-  
6 section, a reference to an employee shall be considered a  
7 reference to an intern (and a reference to an applicant  
8 shall be considered to be a reference to an applicant for  
9 internship) in—

10 “(A) section 717 of the Civil Rights Act of  
11 1964 (42 U.S.C. 2000e–16);

12 “(B) sections 12 and 15 of the Age Discrimina-  
13 tion in Employment Act of 1967 (29 U.S.C. 631,  
14 633a); and

15 “(C) section 501 of the Rehabilitation Act of  
16 1973 (29 U.S.C. 791).

17 “(3) In this subsection, the term ‘intern’ means an  
18 individual who performs uncompensated voluntary service  
19 in an agency to earn credit awarded by an educational in-  
20 stitution described in section 3111(a) or to learn a trade  
21 or occupation.”.

22 (b) CONFORMING AMENDMENT.—Section 3111(e)(1)  
23 of title 5, United States Code, is amended by inserting

1 “section 2302(g) (relating to prohibited personnel prac-  
2 tices),” before “chapter 81”.

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