

117TH CONGRESS
1ST SESSION

H. R. 3992

IN THE SENATE OF THE UNITED STATES

NOVEMBER 15, 2021

Received; read twice and referred to the Committee on Health, Education,
Labor, and Pensions

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

1 **SECTION 1. SHORT TITLE.**

2 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”
10 after “employees”; and

11 (2) by inserting “or as an applicant for employ-
12 ment” after “employee”.

13 **SEC. 3. STUDY.**

14 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: CHERYL L. JOHNSON,
Clerk.