

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 8227
OFFERED BY MR. BUCK OF COLORADO**

Add the following at the end:

1 **SEC. 5. RULE OF CONSTRUCTION.**

2 This Act shall not apply to a nondisclosure clause or
3 nondisparagement clause contained in a settlement agree-
4 ment that resolves a legal claim or dispute if—

5 (1) such legal claim accrues before the settle-
6 ment agreement is executed; and

7 (2) nothing in applicable State or Tribal law re-
8 stricts the use of post-dispute nondisclosure or non-
9 disparagement clauses applicable to a sexual harass-
10 ment or sexual assault dispute.

