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(Original Signature of Member)

116TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

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 HOUSE OF REPRESENTATIVES

Mr. CUMMINGS introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**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 2019”.

1 **SEC. 2. PROHIBITED PERSONNEL PRACTICES.**

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

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

9 “(2) For purposes of the application of this sub-  
10 section, a reference to an employee shall be considered a  
11 reference to an intern in—

12 “(A) section 717 of the Civil Rights Act of  
13 1964 (42 U.S.C. 2000e–16);

14 “(B) sections 12 and 15 of the Age Discrimina-  
15 tion in Employment Act of 1967 (29 U.S.C. 631,  
16 633a); and

17 “(C) section 501 of the Rehabilitation Act of  
18 1973 (29 U.S.C. 791).

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

23 (b) CONFORMING AMENDMENT.—Section 3111(c)(1)  
24 of title 5, United States Code, is amended by inserting  
25 “section 2302(g) (relating to prohibited personnel prac-  
26 tices),” before “chapter 81”.