

[DISCUSSION DRAFT]

117TH CONGRESS  
1ST SESSION

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

To amend the Dodd-Frank Wall Street Reform and Consumer Protection Act to require certain pay equity audits, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

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

**A BILL**

To amend the Dodd-Frank Wall Street Reform and Consumer Protection Act to require certain pay equity audits, 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 **[“\_\_\_\_\_ Act of 2021”.]**

5 **SEC. 2. PAY EQUITY AUDITS.**

6 Section 342 of the Dodd-Frank Wall Street Reform  
7 and Consumer Protection Act (12 U.S.C. 5452(a)(1)) is  
8 amended—

1           (1) by redesignating subsections (f) and (g) as  
2 subsections (g) and (h), respectively; and

3           (2) by inserting after subsection (e) the fol-  
4 lowing:

5           “(f) PAY EQUITY AUDITS.—

6           “(1) IN GENERAL.—Not later than July 21,  
7 2022, and not less than once every 2 years there-  
8 after, each Office shall administer a pay equity audit  
9 to determine, with respect to the agency that estab-  
10 lished such Office, whether minority and women em-  
11 ployees of the agency receive equal compensation  
12 when compared to other employees of the agency.

13           “(2) REPORT ON AUDIT FINDINGS.—Not later  
14 than 90 days after an audit is completed under  
15 paragraph (1), the Office that administered such  
16 audit shall submit to Congress a report that includes  
17 the following:

18           “(A) Whether the audit was conducted by  
19 the Office, the agency that established such Of-  
20 fice, or a third-party.

21           “(B) If the audit was conducted by a  
22 third-party, the identity and qualifications of  
23 such third-party.

24           “(C) The methods used to conduct the  
25 audit.

1           “(D) The findings of the audit, including  
2           any formal or informal recommendations made  
3           as a result of the audit.

4           “(E) Any remediation or corrective action  
5           taken by the Office or agency as a result of the  
6           audit.

7           “(3) EMPLOYEES DEFINED.—In this sub-  
8           section, the term ‘employees’ includes full-time, part-  
9           time, and unpaid employees and contract workers.”.