

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 1601

To amend title 38, United States Code, to provide employees of the Department of Veterans Affairs with protection against certain unfair employment practices.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 1, 1993

Mr. SMITH of New Jersey introduced the following bill; which was referred to the Committee on Veterans' Affairs

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## A BILL

To amend title 38, United States Code, to provide employees of the Department of Veterans Affairs with protection against certain unfair employment practices.

1 *Be it enacted by the Senate and House of Representa-*

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

3 That (a) chapter 7 of title 38, United States Code, is

4 amended by adding at the end the following new section:

5 **“§ 712. Protection against reprisals**

6 “(a) No officer or employee of the Department shall,

7 by reason of the fact that an employee of the Department

8 has filed, instituted, or caused to be filed or instituted any

9 proceeding alleging that the employee has been subject to

1 unlawful employment discrimination or a prohibited per-  
2 sonnel practice, or has testified or is about to testify in  
3 any proceeding resulting from the administration or en-  
4 forcement of any law respecting unlawful employment dis-  
5 crimination or a prohibited personnel practice—

6           “(1) discharge the employee;

7           “(2) in any other way discriminate against the  
8 employee; or

9           “(3) cause another person to take an action de-  
10 scribed in paragraph (1) or (2).

11       “(b) Any employee who believes that the employee  
12 has been discharged or otherwise discriminated against by  
13 an officer or employee of the Department in violation of  
14 subsection (a) may file a complaint in accordance with  
15 provisions of law protecting the employee against prohib-  
16 ited personnel practices.”.

17       (b) The table of sections at the beginning of such  
18 chapter is amended by adding at the end the following  
19 new item:

“712. Protection against reprisals.”.

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