

**- U.S. Senator Tammy Baldwin -**  
**The Fair Employment Protection Act**

*When Our Workers Have the Opportunity to Succeed, America Succeeds*

Members of Congress share their support for the ***Fair Employment Protection Act***, legislation that restores workplace protections weakened by the Supreme Court's 2013 *Vance v. Ball State University* decision to ensure that Americans harassed on the job by their supervisors are treated fairly and receive the justice they deserve.

"If you work hard and play by the rules you should have the opportunity to get ahead. Unfortunately, workplace harassment remains an unacceptable reality that threatens the economic security of far too many people, particularly women, working to build a better future for themselves and their families. Harassment has no place in the workplace and should never impede economic success. I'm proud to introduce this bill to restore important workplace protections, move this issue forward, and help provide American workers the level playing field they deserve."

**- U.S. Senator Tammy Baldwin**

"Promoting fair and open workplaces is essential to ensuring that millions of hardworking Americans find good jobs so that our economy can continue to grow. Unfortunately, evidence shows that workplace harassment remains an issue for many Americans, particularly women. The Supreme Court recently exacerbated the problem when a slim majority decided to significantly weaken the protections for workers from harassment. The *Fair Employment Protection Act* would help restore the protections under the *Civil Rights Act* so that we once again have zero-tolerance for discrimination in the workplace. The bill will give a voice to every American who has experienced workplace harassment, and will help ensure that they get the justice they deserve. I am proud to join Senator Baldwin in introducing this bill and urge my colleagues to support this critical measure."

**- U.S. Senator Tom Harkin, Chairman of the Senate Health, Education, Labor and Pensions (HELP) Committee**

"Five justices on the Supreme Court recently decided to weaken the legal protections for workers who experience harassment. At a time when we should be doing all we can to protect Americans from discrimination and harassment, this was an especially disappointing decision and one that clearly requires congressional action. In these tough economic times, millions of Americans are concerned with their financial security. We cannot let the Supreme Court's wrong-headed decision create a loophole that will excuse harassment by supervisors in the workplace. I am proud to join this important effort led by Senator Baldwin to support American workers."

**- U.S. Senator Patrick Leahy, Chairman of the Senate Judiciary Committee**

"With more women in the workplace today than ever before, it is important that we right this wrong in the law books. The *Vance* decision was devastating for those of us who believe in strong employee protections. I'm proud to stand with my colleagues on this bill and will continue to fight so that harassment has no place in the workplace."

**- U.S. Senator Barbara Mikulski, Chairwoman of the Senate Appropriations Committee**

"Workplace harassment, of any kind, should not threaten the economic security of hard-working Americans. I am proud to join Senator Baldwin and others in support of the *Fair Employment Protection Act*, to restore important workplace protections and ensure that those employers allowing or permitting harassment are held accountable."

**- U.S. Senator Patty Murray, Chairman of the Senate Budget Committee**

"Harassment of any kind is just plain wrong and it should never enter a workplace. This bill empowers victims of harassment by restoring legal protections and ensuring that they have a voice in our justice system. I am proud to support legislation that enhances safety and promotes security and justice for all those impacted by workplace harassment. I encourage my colleagues in the Senate to do so as well."

**- U.S. Senator Dick Durbin**

“Harassment and discrimination of any kind are unacceptable in the workplace. I’m proud to support this legislation that will ensure a safe and fair workplace for all. Workers should be judged on the quality of the job they do, nothing more, nothing less.”

**- U.S. Senator Robert P. Casey, Jr. Chair of the Subcommittee on Employment and Workplace Safety**

“No employee should have to suffer harassment at the hands of a coworker. Unfortunately, the Supreme Court has again chosen to weaken workplace protections. I am proud to stand with my colleagues in supporting the *Fair Employment Protection Act* which will restore those legal protections and help reduce employee harassment in the workplace.”

**- U.S. Senator Sheldon Whitehouse**

“Unfortunately, harassment based on gender, religion, or race is a reality for many workers. And when that harassment comes from a supervisor who dictates that person’s schedule or daily activities, that can be especially destructive to an employee’s ability to do their job and support their family, regardless of whether that supervisor can fire them. The *Fair Employment Protection Act* restores protections that American workers had against workplace harassment that were stripped from our labor laws in last year’s Supreme Court ruling.”

**- U.S. Senator Al Franken**

“The *Fair Employment Protection Act* aims to right the Supreme Court’s wrong by restoring worker protections and demanding responsible action from supervisors at every level. I applaud Senator Baldwin for her leadership on this issue that disproportionately affects women and low-income employees. No one should feel forced to face a hostile work environment or risk losing his or her hard earned income.”

**- U.S. Senator Richard Blumenthal**

“Americans just want a fair shot at earning a living for their families. They should never have to suffer harassment while trying to do their jobs. I am proud to stand with Senator Baldwin to protect Americans in the workplace from harassment. This bill will strengthen critical workplace protections and give all working Americans an equal opportunity to succeed.”

**- U.S. Senator Brian Schatz**

“This bill strengthens protections in our civil rights laws against workplace discrimination, and it ensures that we are giving employees effective tools to combat unlawful discrimination by supervisors – especially when a supervisor controls an employee’s day-to-day activities. It’s time to root out ugly bigotry in the workplace.”

**- U.S. Senator Elizabeth Warren**

“Hard-working Americans should not have their livelihoods threatened by harassment in the workplace. To better protect workers, the *Fair Employment Protection Act* reverses a recent Supreme Court decision that made it harder for victims of unlawful and insidious harassment to hold their employers accountable. By restoring strong legal protections, this bill will help ensure that employees who work hard and play by the rules receive the justice they deserve and thrive in their workplace.”

**- Rep. George Miller, senior Democrat on the House Committee on Education and the Workforce**

“The *Vance v. Ball State University* decision reinforced the Roberts Court’s reputation as the most anti-worker Supreme Courts in our nation’s history. Just as they did with Lilly Ledbetter’s case, a narrow majority struck at the heart of longstanding civil rights laws. I am proud to stand with my colleagues today in introducing legislation to overturn that decision.”

**- Rep. Rosa DeLauro**

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