

- 41.6c** (c) No report shall be required under subparagraph (a) with respect to an individual who normally performs services for a Member, committee, or office for less than eight hours a week.
- 41.6d** (d) For purposes of this paragraph, the supervisor of an individual shall be determined under paragraph 12 of rule XXXVII.<sup>89</sup>

## 42

## RULE XLII

## EMPLOYMENT PRACTICES

- 42.1** 1. No Member, officer, or employee of the Senate shall, with respect to employment by the Senate or any office thereof—
- 42.1a** (a) fail or refuse to hire an individual;
- 42.1b** (b) discharge an individual; or
- 42.1c** (c) otherwise discriminate against an individual with respect to promotion, compensation, or terms, conditions, or privileges of employment on the basis of such individual's race, color, religion, sex, national origin, age, or state of physical handicap.
- 42.2** 2.<sup>90</sup> For purposes of this rule, the provisions of section 509(a) of the Americans With Disabilities Act of 1990 shall be deemed to be a rule of the Senate as it pertains to Members, officers, and employees of the Senate.

## 43

## RULE XLIII

REPRESENTATION BY MEMBERS<sup>91</sup>

- 43.1** 1. In responding to petitions for assistance, a Member of the Senate, acting directly or through employees, has the right to assist petitioners before executive and independent government officials and agencies.
- 43.2** 2. At the request of a petitioner, a Member of the Senate, or a Senate employee, may communicate with an executive or independent government official or agency on any matter to—
- 43.2a** (a) request information or a status report;

<sup>89</sup> Redesignated pursuant to S. Res. 236, 101-2, Jan. 30, 1990 and S. Res. 299, 106-2, Apr. 27, 2000.

<sup>90</sup> Added by S. Res. 192, 102-1, Oct. 31, 1991, effective July 26, 1990. ADA was subsequently amended by the Government Employee Rights Act of 1991 (Title 3, Civil Rights Act of 1991, Pub. L. 102-166, codified at 2 U.S.C. 1301 et seq.). See Senate Manual Secs. 750, 751.

<sup>91</sup> Rule established by S. Res. 273, 102-2, July 2, 1992.