

106TH CONGRESS
1ST SESSION

H. R. 3170

To amend title VII of the Civil Rights Act of 1964, and the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990 to exclude individuals who are employed, and unlawfully present, in the United States.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 28, 1999

Mr. FOLEY introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend title VII of the Civil Rights Act of 1964, and the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990 to exclude individuals who are employed, and unlawfully present, in the United States.

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. AMENDMENT TO THE CIVIL RIGHTS ACT OF**

4 **1964.**

5 Section 701(f) of the Civil Rights Act of 1964 (42
6 U.S.C. 2000e(f)) is amended by adding at the end the fol-
7 lowing:

1 “With respect to employment in the United States, such
2 term excludes an individual who is unlawfully present in
3 the United States.”.

4 **SEC. 2. AMENDMENT TO THE AGE DISCRIMINATION ACT OF**
5 **1967.**

6 Section 11(f) of the Age Discrimination Act of 1967
7 (29 U.S.C. 630(f)) is amended by adding at the end the
8 following:

9 “The term ‘employee’ excludes any individual who is un-
10 lawfully present in the United States and employed by an
11 employer in a workplace in the United States.”.

12 **SEC. 3. AMENDMENT TO THE AMERICANS WITH DISABIL-**
13 **ITIES ACT OF 1990.**

14 Section 101(4) of the Americans with Disabilities Act
15 of 1990 (42 U.S.C. 12111(4)) is amended by adding at
16 the end the following:

17 “With respect to employment in the United States,
such term excludes an individual who is unlawfully