

AMENDMENT
OFFERED BY MR. ALLEN OF GEORGIA
TO THE AMENDMENT IN THE NATURE OF A
SUBSTITUTE TO H.R. 2062

At the end of the bill, add the following:

1 **SEC. 5. EFFECTIVE DATE.**

2 (a) GAO STUDY.—Subject to subsection (b), this Act
3 and the amendments made by this Act shall not take effect
4 until the date the Government Accountability Office re-
5 ports to the Congress the results of a study such Office
6 carries out to determine whether—

7 (1) the Supreme Court’s decisions in *Gross v.*
8 *FBL Financial Services, Inc.*, 557 U.S. 167 (2009),
9 and *Texas Southwestern Medical Center v. Nassar*,
10 570 U.S. 338 (2013), have discouraged individuals
11 from filing age discrimination charges and title VII
12 of the Civil Rights Act of 1964 retaliation charges
13 with the Equal Employment Opportunity Commis-
14 sion,

15 (2) such decisions have discouraged individuals
16 from filing age discrimination cases and title VII re-
17 taliation cases, and

1 (3) the success rates of age discrimination cases
2 and title VII retaliation cases brought has decreased.

3 (b) LIMITATION.—If the results of the study carried
4 out under subsection (a) show that individuals have not
5 been discouraged as described in such subsection and that
6 the success rate of cases described in such subsection has
7 not decreased, then this Act and the amendments made
8 by this Act shall not take effect.

