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:

SEC. 5. EFFECTIVE DATE.

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

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

(2) such decisions have discouraged individuals from filing age discrimination cases and title VII retaliation cases, and
(3) the success rates of age discrimination cases and title VII retaliation cases brought has decreased.

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