AMENDMENT OFFERED BY MR. ALLEN

TO THE AMENDMENT IN THE NATURE OF A SUBSTITUTE TO H.R. 1230

Page 8, beginning on line 3, strike “date of the enactment” and insert “effective date”.

Add the following at the end:

1 SEC. 5. EFFECTIVE DATE.
2   (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—
3   (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 retaliation charges with the Equal Employment Opportunity Commission,
4   (2) such decisions have discouraged individuals from filing age discrimination cases and title VII cases, and
(3) the success rates of age discrimination cases
and title VII 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.