

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
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 retaliation charges with the Equal Employment Op-
13 portunity Commission,

14 (2) such decisions have discouraged individuals
15 from filing age discrimination cases and title VII
16 cases, and

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

