[118H3491]

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(Original Signature of Member)

119TH CONGRESS
1ST SESSION

H. R. _____

To amend the Age Discrimination in Employment Act of 1967 to prohibit employers from limiting, segregating, or classifying applicants for employment.

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IN THE HOUSE OF REPRESENTATIVES

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Ms. GARCIA of Texas introduced the following bill; which was referred to the Committee on _____

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A BILL

To amend the Age Discrimination in Employment Act of 1967 to prohibit employers from limiting, segregating, or classifying applicants for employment.

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. SHORT TITLE.**

4   This Act may be cited as the "Protect Older Job Ap-

5 plicants Act of 2025" or "POJA Act of 2025".

1 **SEC. 2. PROHIBITION AGAINST LIMITING, SEGREGATING,**
2   **OR CLASSIFYING APPLICANTS FOR EMPLOY-**
3   **MENT.**

4   Section 4(a)(2) of the Age Discrimination in Employ-
5 ment Act of 1967 (29 U.S.C. 623(a)(2)) is amended—

6   (1) by inserting "or applicants for employment"
7   after "employees"; and

8   (2) by inserting "or as an applicant for employ-
9   ment" after "employee".

10 **SEC. 3. STUDY.**

11   Not later than 1 year after the date of the enactment
12 of this Act, the Equal Employment Opportunity Commis-
13 sion shall conduct a study to determine the number of
14 claims pending or filed with the Commission since 2015
15 under the Age Discrimination in Employment Act of 1967
16 (29 U.S.C. 621 et seq.), including claims in closed cases,
17 by job applicants who may have been adversely impacted
18 by age discrimination in the job application process. The
19 Chairman of the Commission shall submit to the Com-
20 mittee on Education and Labor of the House of Rep-
21 resentatives and the Committee on Health, Education,
22 Labor, and Pensions of the Senate, and shall make avail-
23 able to the public, a report that contains the results of
24 the study, including recommendations for best practices
25 to prevent, combat, and address age discrimination in the
26 hiring process.