H. R. _____

To amend the Dodd-Frank Wall Street Reform and Consumer Protection Act to require certain pay equity audits, and for other purposes.

________________________

IN THE HOUSE OF REPRESENTATIVES

M. _________ introduced the following bill; which was referred to the Committee on __________________________

________________________

A BILL

To amend the Dodd-Frank Wall Street Reform and Consumer Protection Act to require certain pay equity audits, and for other purposes.

1 Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

2 SECTION 1. SHORT TITLE.

3 This Act may be cited as the [“____ Act of 2021”].

4 SEC. 2. PAY EQUITY AUDITS.

5 Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (12 U.S.C. 5452(a)(1)) is amended—
(1) by redesignating subsections (f) and (g) as subsections (g) and (h), respectively; and

(2) by inserting after subsection (e) the following:

“(f) PAY EQUITY AUDITS.—

“(1) IN GENERAL.—Not later than July 21, 2022, and not less than once every 2 years thereafter, each Office shall administer a pay equity audit to determine, with respect to the agency that established such Office, whether minority and women employees of the agency receive equal compensation when compared to other employees of the agency.

“(2) REPORT ON AUDIT FINDINGS.—Not later than 90 days after an audit is completed under paragraph (1), the Office that administered such audit shall submit to Congress a report that includes the following:

“(A) Whether the audit was conducted by the Office, the agency that established such Office, or a third-party.

“(B) If the audit was conducted by a third-party, the identity and qualifications of such third-party.

“(C) The methods used to conduct the audit.
“(D) The findings of the audit, including any formal or informal recommendations made as a result of the audit.

“(E) Any remediation or corrective action taken by the Office or agency as a result of the audit.

“(3) EMPLOYEES DEFINED.—In this subsection, the term ‘employees’ includes full-time, part-time, and unpaid employees and contract workers.”