

[DISCUSSION DRAFT]

117TH CONGRESS
1ST SESSION

H. R. _____

To amend the Securities Exchange Act of 1934 to require issuers to report information relating to gender and racial pay equity, 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 Securities Exchange Act of 1934 to require issuers to report information relating to gender and racial pay equity, and for other purposes.

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 **["____ Act of 2021"]**.

1 **SEC. 2. DISCLOSURES RELATING TO GENDER AND RACIAL**
2 **PAY EQUITY.**

3 Section 13 of the Securities Exchange Act of 1934
4 (15 U.S.C. 78m) is amended by adding at the end the
5 following:

6 “(s) DISCLOSURES RELATING TO GENDER AND RA-
7 CIAL PAY EQUITY.—

8 “(1) IN GENERAL.—Each issuer required to file
9 an annual report under subsection (a) shall, not less
10 than once every 2 years—

11 “(A) conduct an audit of gender and racial
12 pay equity with respect to the compensation of
13 the employees of the issuer; and

14 “(B) include the results of such audit in
15 the first annual report filed after the comple-
16 tion of such audit.

17 “(2) EMPLOYEES DEFINED.—In this sub-
18 section, the term ‘employees’ includes full-time, part-
19 time, and unpaid employees and contract workers.”.