
(a) Discriminatory practices prohibited

All personnel actions affecting covered employees shall be made free from any discrimination based on—

(1) race, color, religion, sex, or national origin, within the meaning of section 703 of the Civil Rights Act of 1964 (42 U.S.C. 2000e–2);
(2) age, within the meaning of section 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 633a); or

(b) Remedy

(1) Civil rights

The remedy for a violation of subsection (a)(1) of this section shall be—

(A) such remedy as would be appropriate if awarded under section 706(g) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–5 (g)); and
(B) such compensatory damages as would be appropriate if awarded under section 1981 of title 42, or as would be appropriate if awarded under sections 1981a (a)(1), 1981a (b)(2), and, irrespective of the size of the employing office, 1981a(b)(3)(D) of title 42.

(2) Age discrimination

The remedy for a violation of subsection (a)(2) of this section shall be—

(A) such remedy as would be appropriate if awarded under section 15(c) of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 633a (c)); and
(B) such liquidated damages as would be appropriate if awarded under section 7(b) of such Act (29 U.S.C. 626 (b)).

In addition, the waiver provisions of section 7(f) of such Act (29 U.S.C. 626 (f)) shall apply to covered employees.

(3) Disabilities discrimination

The remedy for a violation of subsection (a)(3) of this section shall be—

(A) such remedy as would be appropriate if awarded under section 505(a)(1) of the Rehabilitation Act of 1973 (29 U.S.C. 794a (a)(1)) or section 107(a) of the Americans with Disabilities Act of 1990 (42 U.S.C. 12117 (a)); and
(B) such compensatory damages as would be appropriate if awarded under sections 1981a (a)(2), 1981a (a)(3), 1981a (b)(2), and, irrespective of the size of the employing office, 1981a(b)(3)(D) of title 42.

c) Omitted

d) Effective date
This section shall take effect 1 year after January 23, 1995.


Codification

Section is comprised of section 201 of Pub. L. 104–1. Subsec. (c) of section 201 of Pub. L. 104–1 amended section 633a of Title 29, Labor, and sections 2000e–16 and 12209 of Title 42, The Public Health and Welfare.