

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 3468

To amend the Public Health Service Act with respect to employment opportunities at the National Institutes of Health for women who are scientists, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 8, 1993

Ms. SLAUGHTER introduced the following bill; which was referred to the Committee on Energy and Commerce

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## A BILL

To amend the Public Health Service Act with respect to employment opportunities at the National Institutes of Health for women who are scientists, 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “NIH Women Scientist  
3 Employment Opportunity Act”.

4 **SEC. 2. WOMEN’S SCIENTIFIC EMPLOYMENT.**

5 Part A of title IV of the Public Health Service Act  
6 (42 U.S.C. 281 et seq.), as amended by section 209 of  
7 Public Law 103–43 (107 Stat. 149), is amended by add-  
8 ing at the end the following section:

9 “WOMEN’S SCIENTIFIC EMPLOYMENT

10 “SEC. 404F. (a) IN GENERAL.—The Director of  
11 NIH shall—

12 “(1) establish policies for the National Insti-  
13 tutes of Health on matters relating to the employ-  
14 ment by the National Institutes of Health of women  
15 as scientists; and

16 “(2) monitor the extent of compliance with such  
17 policies and take appropriate action in cases in  
18 which the Director determines that the policies have  
19 been violated.

20 “(b) CERTAIN FUNCTIONS.—In carrying out sub-  
21 section (a), the Director of NIH shall provide for the fol-  
22 lowing:

23 “(1) Implementing the recommendations of the  
24 group known as the Task Force on the Status of  
25 NIH Intramural Women Scientists.

1           “(2) Determining the concerns of intramural  
2 women scientists.

3           “(3) Developing a policy defining the standard  
4 tenure process for employment at the National Insti-  
5 tutes of Health.

6           “(4) Determining the reason for departure from  
7 such Institutes by interviewing women and men sci-  
8 entists as they leave.

9           “(5) Distributing yearly to all employees of  
10 such Institutes the policy of such Institutes on flexi-  
11 ble family leave.

12           “(6) Monitoring the number of women, includ-  
13 ing minority women, included on the committees,  
14 panels, and other working groups (and in meetings)  
15 of such Institutes.

16           “(7) Making efforts to recruit minority women,  
17 based on the small numbers of tenured minority  
18 women scientists.

19           “(8) Developing additional goals related to  
20 women and minority women scientists at such Insti-  
21 tutes.

22           “(c) INCLUSION OF WOMEN ON INTRAMURAL AND  
23 EXTRAMURAL CONFERENCES AND OTHER GROUPS.—

24           “(1) IN GENERAL.—The Director of NIH shall  
25 establish a policy at the National Institutes of

1 Health of requiring inclusion of women scientists in  
2 greater numbers on or in intramural and extramural  
3 conferences, workshops, meetings, international con-  
4 gresses, and other groups funded or sponsored by  
5 such Institutes. Such policy shall provide for the in-  
6 clusion of not less than one woman scientist in each  
7 such group, except as provided in paragraph (2).

8 “(2) EXCLUSION; WRITTEN EXPLANATION.—  
9 The policy established in paragraph (1) may provide  
10 that no woman scientist will be included in a group  
11 for purposes of such paragraph if the Director of  
12 NIH provides a waiver of the requirement. The Di-  
13 rector may grant such a waiver only if—

14 “(A) the individual with the chief respon-  
15 sibility for the group involved submits to the  
16 Director a written request for the waiver and  
17 the request provides an explanation of the rea-  
18 sons underlying the need for the waiver; and

19 “(B) the Director makes a determination  
20 that extraordinary circumstances justify provid-  
21 ing the waiver.

22 “(d) STUDY ON PAY EQUITY.—

23 “(1) IN GENERAL.—The Director of NIH shall  
24 provide for study to identify any pay differences  
25 among men and women scientists employed by the

1 National Institutes of Health, both tenured and  
2 untenured. The study shall include recommendations  
3 on measures to adjust any disparities or inequities,  
4 and shall identify a program to communicate infor-  
5 mation on salary ranges to all employees.

6 “(2) REPORT.—Not later than 240 days after  
7 the date of the enactment of the NIH Women Sci-  
8 entist Employment Opportunity Act, the Director of  
9 NIH shall complete the study required in paragraph  
10 (1) and submit to the Committee on Energy and  
11 Commerce of the House of Representatives, and to  
12 the Committee on Labor and Human Resources of  
13 the Senate, a report describing the findings made as  
14 a result of the study.

15 “(e) AUTHORIZATION OF APPROPRIATIONS.—For the  
16 purpose of carrying out this section, there are authorized  
17 to be appropriated such sums as may be necessary for  
18 each of the fiscal years 1994 through 1996.”.

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