

## Equal Remedies Act of 2026

*Led by House Subcommittee on Early Childhood, Elementary, and Secondary Ranking Member Suzanne Bonamici (D-OR-01), House Education and Workforce Committee Ranking Member Robert C. “Bobby” Scott (D-VA-03), and Senator Edward J. Markey (D-MA)*

### Sec. 1. Short Title.

This section specifies that the title of the bill may be cited as the “Equal Remedies Act of 2026.”

### Sec. 2. Equalization of Remedies.

#### In General

This bill amends Title VII of the Civil Rights Act of 1964 [Section 1977A of the Revised Statutes (42 U.S.C. § 1981a)] by eliminating language referring to caps on punitive and compensatory damages based on the number of employees working for the defendant employer; the replacement language makes it clear that compensatory damages are available.<sup>1</sup>

### Sec. 3. Compensatory and Punitive Damages Available for Age Discrimination.

Amends Section 7(b) of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 626(b)) so that the powers, remedies, and procedures, including any legal or equitable relief, are the same as available under Title VII of the Civil Rights Act of 1964.

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<sup>1</sup> Pecuniary damages are expressly accounted for in existing language in 42 U.S.C. § 1981a