

119TH CONGRESS  
1ST SESSION

# H. R. 3976

To establish due process requirements for the investigation of intercollegiate athletics, and for other purposes.

---

## IN THE HOUSE OF REPRESENTATIVES

JUNE 12, 2025

Mr. KUSTOFF (for himself, Mr. HARDER of California, and Mr. OWENS) introduced the following bill; which was referred to the Committee on Education and Workforce

---

## A BILL

To establish due process requirements for the investigation of intercollegiate athletics, 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 “NCAA Accountability  
5       Act of 2025”.

6       **SEC. 2. DUE PROCESS REQUIREMENTS.**

7       (a) IN GENERAL.—Each covered athletic association  
8       shall establish and administer due process requirements  
9       for the investigation of any member institution, student  
10      athlete enrolled in such member institution, or other indi-

1 vidual for any alleged infraction of the covered athletic as-  
2 sociation's bylaws or failure to meet the conditions and  
3 obligations of membership if the matter cannot be resolved  
4 without a formal investigation, consistent with the fol-  
5 lowing:

6           (1) If the covered athletic association or any  
7 governing body subordinate to the covered athletic  
8 association, initiates an investigation whether formal  
9 or informal into a member institution, the covered  
10 athletic association shall provide written notice to  
11 the member institution detailing the nature of the  
12 inquiry by not later than 60 days after the covered  
13 athletic association receives information indicating  
14 that a bylaw violation may have occurred, and that  
15 the covered athletic association has determined that  
16 an investigation is warranted. The notice shall in-  
17 clude, to the extent such information is available, the  
18 following:

19                   (A) Each program under investigation.

20                   (B) All persons under investigation.

21                   (C) The specific alleged violations under  
22 investigation including any sources relief on by  
23 the covered athletics association, whether verbal  
24 or written.

1 (D) Each date or time period an alleged  
2 violation may have occurred.

3 (E) The rights and resources available to  
4 the accused party or parties.

5 (2) The notice under paragraph (1)(C) shall be  
6 limited to possible violations occurring not earlier  
7 than 2 years before the date the notice is provided  
8 to the member institution. The covered athletic asso-  
9 ciation shall thereafter promptly notify the member  
10 institution of any other relevant information discov-  
11 ered in the course of the investigation.

12 (3) Prior to commencing any enforcement pro-  
13 ceeding, the covered athletic association shall provide  
14 the member institution with a notice of allegations  
15 not later than 8 months after the notice of inquiry  
16 is received under paragraph (1), which shall include  
17 the following:

18 (A) Details about each allegation.

19 (B) The potential penalties for each allega-  
20 tion.

21 (C) The information including any sup-  
22 porting evidence relief on to form the basis of  
23 the allegations” between “information and fac-  
24 tors the covered athletic association considered  
25 in its determination to file charges.

1 (D) The rights and resources available to  
2 the member institution and involved individuals.

3 (4) Not earlier than 60 days after the notice of  
4 allegations is received, there shall be a hearing be-  
5 fore the covered athletic association's infractions  
6 committee or body with authorization to hear cases  
7 and prescribe punishments to member institutions  
8 which shall conform to the following requirements:

9 (A) The hearing shall commence not later  
10 than 1 year after the notice is provided under  
11 paragraph (1).

12 (B) No information from confidential  
13 sources may be offered into evidence or form  
14 the basis for any decision.

15 (5) In the event that there is any dispute re-  
16 garding the covered athletic association's punish-  
17 ment of a member institution, the member institu-  
18 tion may compel entry into arbitration conducted in  
19 accordance with the standard commercial arbitration  
20 rules of an established major national provider of ar-  
21 bitration and mediation services based in the United  
22 States, which will provide an independent review and  
23 binding decision. The arbitration shall be conducted  
24 by a three-person panel. The covered athletic asso-  
25 ciation and member institution shall each appoint

1       one arbitrator of their respective choosing. The third  
2       arbitrator shall be appointed in agreement by the  
3       two arbitrators appointed by each party.

4           (6) The covered athletic association shall con-  
5       duct its enforcement proceedings and investigations  
6       in a fair and consistent manner, and the penalties  
7       issued against member institutions for bylaw infrac-  
8       tions shall be equitable with respect to severity of  
9       the infraction and the member institution's history  
10      of infractions.

11          (7) The covered athletic association shall not  
12      disclose information relating to an ongoing investiga-  
13      tion into a member institution until formal charges  
14      are filed in the notice of allegations submitted under  
15      paragraph (3). The member institution shall have  
16      discretionary authority to disclose any information  
17      relating to an ongoing investigation, and no informa-  
18      tion relating to an ongoing investigation shall be  
19      subject to any disclosure requirement under State  
20      law.

21          (b) REPORT.—A covered athletic association shall  
22      submit an annual report to the Attorney General summa-  
23      rizing its enforcement proceedings, investigations, and  
24      issuance of punishments to member organizations under  
25      this Act over the preceding year. A covered athletic asso-

1 ciation shall submit an annual report to each State Attor-  
2 ney General (and the Attorney General for the District  
3 of Columbia) summarizing its enforcement proceedings,  
4 investigations, and issuance of punishments to member in-  
5 stitutions headquartered in the State. Section 552 of title  
6 5, United States Code, and any similar provision of State  
7 law does not apply to such report.

8 **SEC. 3. LIMITATION.**

9       The privileges of membership of any member institu-  
10 tion in the covered athletic association may not be im-  
11 paired as a consequence of any rights granted under this  
12 Act. Additionally, nothing herein shall be deemed to grant  
13 to the covered athletic association or any member institu-  
14 tion any rights against a person or individual which it does  
15 not otherwise have.

16 **SEC. 4. ENFORCEMENT.**

17       (a) PROCEDURES.—The Attorney General shall es-  
18 tablish procedures—

19           (1) for individuals and entities to file written,  
20 signed complaints respecting potential violations of  
21 this Act by a covered athletic association or any per-  
22 son acting as an agent thereof;

23           (2) for the investigation of those complaints  
24 which have probable validity;

1           (3) for the investigation of such other violations  
2           of this Act as the Attorney General determines to be  
3           appropriate; and

4           (4) for the evaluation of a covered athletic asso-  
5           ciation's annual report to determine compliance with  
6           this Act.

7           (b) INVESTIGATIONS AND HEARINGS.—In conducting  
8           investigations and hearings pursuant to this section, the  
9           following shall apply:

10           (1) Any hearing so requested shall be conducted  
11           before an administrative law judge of the Depart-  
12           ment of Justice determined by the Attorney General.  
13           The hearing shall be conducted in accordance with  
14           the requirements of section 554 of title 5, United  
15           States Code. The hearing shall be held at the near-  
16           est practicable place to the place where the person  
17           or covered athletic association resides or of the place  
18           where the alleged violation occurred. If no hearing is  
19           so requested, the Attorney General's imposition of  
20           the order shall constitute a final and unappealable  
21           order.

22           (2) Officers and employees of the Department  
23           of Justice (including the administrative law judges  
24           referred to in paragraph (1)) shall have reasonable

1 access to examine evidence of any person or covered  
2 athletic association being investigated.

3 (3) If the administrative law judge determines,  
4 upon the preponderance of the evidence received,  
5 that a person or covered athletic association named  
6 in the complaint has violated the statute, the admin-  
7 istrative law judge shall state his or her findings of  
8 fact and issue and cause to be served on such person  
9 or covered athletic association an order as follows:

10 (A) The administrative law judge shall  
11 order the person or covered athletic association  
12 to cease and desist from such violations and to  
13 pay a civil penalty in an amount of not less  
14 than \$10,000 and not more than \$15,000,000.

15 (B) In determining the amount of the pen-  
16 alty, due consideration shall be given to the  
17 good faith of the covered athletic association or  
18 person, the seriousness of the violation, and the  
19 history of previous violations.

20 (C) The administrative law judge may  
21 order the permanent removal of any member of  
22 the covered athletic association's governing  
23 body in the case of a violation, with due consid-  
24 eration for the good faith of the covered athletic



1 association or person, the seriousness of the vio-  
2 lation, and the history of previous violations.

3 (4) The Attorney General may, not earlier than  
4 30 days after providing notice thereof to the person  
5 or covered athletic association, commence a hearing  
6 before an administrative law judge of the Depart-  
7 ment of Justice for any alleged violation of this Act  
8 by that person or covered athletic association. The  
9 administrative law judge may impose a civil penalty  
10 for any violation determined to have occurred.

11 (5) Administrative law judges may, if necessary,  
12 compel by subpoena the attendance of witnesses and  
13 the production of evidence at any designated place  
14 or hearing case of contumacy or refusal to obey a  
15 subpoena lawfully issued under this paragraph and  
16 upon application of the Attorney General, an appro-  
17 priate district court of the United States may issue  
18 an order requiring compliance with such subpoena  
19 and any failure to obey such order may be punished  
20 by such court as a contempt thereof.

21 (6) The decision and order of an administrative  
22 law judge shall become the final agency decision and  
23 order of the Attorney General unless, within 30 days  
24 after the administrative law judge issues such order,  
25 the Attorney General modifies or vacates the deci-

1 sion and order, in which case the decision and order  
2 of the Attorney General shall become a final order  
3 under this subsection.

4 (7) A person or covered athletic association ad-  
5 versely affected by a final order under this section  
6 may, within 45 days after the date the final order  
7 is issued, file a petition in the Court of Appeals for  
8 the appropriate circuit for review of the order.

9 **SEC. 5. DEFINITIONS.**

10 In this Act:

11 (1) COVERED ATHLETIC ASSOCIATION.—The  
12 term “covered athletic association” means an inter-  
13 state athletic association, conference, or other orga-  
14 nization with authority over intercollegiate athletics  
15 or that administers intercollegiate athletics, with at  
16 least 900 member institutions.

17 (2) MEMBER INSTITUTION.—The term “mem-  
18 ber institution” means an institution of higher edu-  
19 cation that maintains at least one intercollegiate  
20 athletic program that is a member of a covered ath-  
21 letic association.

22 (3) INSTITUTION OF HIGHER EDUCATION.—The  
23 term “institution of higher education” has the  
24 meaning given the term in section 101(a) of the  
25 Higher Education Act of 1965 (20 U.S.C. 1001(a)).

1 **SEC. 6. EFFECTIVE DATE.**

2       A covered athletic association shall carry out the re-  
3 quirements of this Act by not later than 1 year after the  
4 date of enactment of this Act.

