

119TH CONGRESS
1ST SESSION

H. R. 957

To provide for civil monetary penalties for violations of mental health parity requirements.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 4, 2025

Mr. NORCROSS (for himself, Mr. FITZPATRICK, Mr. COURTNEY, Mr. POCAN, and Mr. JOHNSON of Georgia) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To provide for civil monetary penalties for violations of mental health parity requirements.

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 “Parity Enforcement
5 Act of 2025”.

6 **SEC. 2. CIVIL MONETARY PENALTIES FOR PARITY VIOLA-**
7 **TIONS.**

8 (a) CIVIL MONETARY PENALTIES RELATING TO PAR-
9 ITY IN MENTAL HEALTH AND SUBSTANCE USE DIS-
10 ORDERS.—Section 502(c)(10) of the Employee Retirement

1 Income Security Act of 1974 (29 U.S.C. 1132(c)(10)(A))
2 is amended—

3 (1) in the heading, by striking “USE OF GE-
4 NETIC INFORMATION” and inserting “USE OF GE-
5 NETIC INFORMATION AND PARITY IN MENTAL
6 HEALTH AND SUBSTANCE USE DISORDER BENE-
7 FITS”; and

8 (2) in subparagraph (A)—

9 (A) by striking “any plan sponsor of a
10 group health plan” and inserting “any plan
11 sponsor, service provider, or plan administrator
12 of a group health plan”; and

13 (B) by striking “for any failure” and all
14 that follows through “in connection with the
15 plan.” and inserting “for any failure by such
16 sponsor, service provider, administrator, or
17 issuer, in connection with the plan—

18 “(i) to meet the requirements of sub-
19 section (a)(1)(F), (b)(3), (c), or (d) of sec-
20 tion 702 or section 701 or 702(b)(1) with
21 respect to genetic information; or

22 “(ii) to meet the requirements of sub-
23 section (a) of section 712 with respect to
24 parity in mental health and substance use
25 disorder benefits.”.

1 (b) EXCEPTION TO THE GENERAL PROHIBITION ON
 2 ENFORCEMENT.—Section 502 of such Act (29 U.S.C.
 3 1132) is amended—

4 (1) in subsection (a)(6), by striking “or (9)”
 5 and inserting “(9), or (10)”; and

6 (2) in subsection (b)(3)—

7 (A) by striking “subsections (c)(9) and
 8 (a)(6)” and inserting “subsections (c)(9),
 9 (c)(10), and (a)(6)”; and

10 (B) by striking “under subsection (c)(9))”
 11 and inserting “under subsections (c)(9) and
 12 (c)(10)), and except with respect to enforce-
 13 ment by the Secretary of section 712”.

14 (c) EFFECTIVE DATE.—The amendments made by
 15 subsection (a) shall apply with respect to group health
 16 plans, or any health insurance issuer offering health insur-
 17 ance coverage in connection with such plan, for plan years
 18 beginning after the date that is 1 year after the date of
 19 enactment of this Act.

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