

tion, academic and support personnel, construction and renovation, community and client services programs, technical assistance, and research.

**(B) Limitation**

The Center may not withdraw or expend the Endowment Fund income for any commercial purpose.

**(3) Limitations and waiver of limitations**

**(A) In general**

Except as provided in subparagraph (B), the Center shall not withdraw or expend more than 50 percent of the total aggregate Endowment Fund income earned prior to the time of withdrawal or expenditure.

**(B) Exception**

The Secretary may permit the Center to withdraw or expend more than 50 percent of its total aggregate endowment income where the Center demonstrates to the Secretary's satisfaction that such withdrawal or expenditure is necessary because of—

- (i) a financial emergency, such as a pending insolvency or temporary liquidity problem;
- (ii) a life-threatening situation occasioned by a natural disaster or arson; or
- (iii) another unusual occurrence or exigent circumstance.

**(e) Reporting requirements**

**(1) Financial records**

The Helen Keller National Center shall keep accurate financial records relating to the operation of the Endowment Fund.

**(2) Audit and report**

**(A) Audit**

The Center shall arrange for the conduct of an annual financial and compliance audit of the Endowment Fund in the manner prescribed by the Secretary pursuant to section 1903(a) of this title.

**(B) Report**

The Center shall submit a copy of the report on the audit required under subparagraph (A) to the Secretary within 15 days after completion of the audit and acceptance of the audit by the Center.

**(3) Annual report**

Not later than 60 days after the end of each fiscal year, the Center shall provide to the Secretary an annual report on the uses of funds provided by the Federal endowment program authorized under this section. Such report shall contain such information, and be in such form as the Secretary may require.

**(f) Recovery of payments**

After notice and an opportunity for a hearing, the Secretary is authorized to recover any Federal payments made under this section if the Helen Keller National Center—

- (1) makes a withdrawal or expenditure from the Endowment Fund corpus or income which is not consistent with the provisions of this section;
- (2) fails to comply with the investment standards and limitations under this section; or

(3) fails to account properly to the Secretary concerning the investment of or expenditures from the Endowment Fund corpus or income.

**(g) Definitions**

For the purposes of this section:

**(1) Endowment fund**

The term “endowment fund” means a fund, or a tax-exempt foundation, established and maintained by the Helen Keller National Center for the purpose of generating income for the support of the Center.

**(2) Endowment Fund corpus**

The term “Endowment Fund corpus” means an amount equal to the Federal payments made to the Endowment Fund and amounts contributed to the Endowment Fund from non-Federal sources.

**(3) Endowment Fund income**

The term “Endowment Fund income” means an amount equal to the total market value of the Endowment Fund minus the Endowment Fund corpus.

**(h) Authorization of appropriations**

There are authorized to be appropriated to carry out this section, such sums as may be necessary for each of the fiscal years 1999 through 2003. Such sums shall remain available until expended.

(Pub. L. 98-221, title II, §208, as added Pub. L. 102-569, title IX, §907, Oct. 29, 1992, 106 Stat. 4483; amended Pub. L. 105-220, title IV, §412(b), Aug. 7, 1998, 112 Stat. 1241.)

AMENDMENTS

1998—Subsec. (h). Pub. L. 105-220 substituted “1999 through 2003” for “1993 through 1997”.

**§ 1908. Registry**

**(a) In general**

To assist the Center in providing services to individuals who are deaf-blind, the Center may establish and maintain registries of such individuals in each of the regional field offices of the network of the Center.

**(b) Voluntary provision of information**

No individual who is deaf-blind may be required to provide information to the Center for any purpose with respect to a registry established under subsection (a) of this section.

**(c) Nondisclosure**

The Center (including the network of the Center) may not disclose information contained in a registry established under subsection (a) of this section to any individual or organization that is not affiliated with the Center, unless the individual to whom the information relates provides specific written authorization for the Center to disclose the information.

**(d) Privacy rights**

The requirements of section 552a of title 5 (commonly known as the “Privacy Act of 1974”) shall apply to personally identifiable information contained in the registries established by the Center under subsection (a) of this section, in the same manner and to the same extent as

such requirements apply to a record of an agency.

**(e) Removal of information**

On the request of an individual, the Center shall remove all information relating to the individual from any registry established under subsection (a) of this section.

(Pub. L. 98-221, title II, §209, as added Pub. L. 105-220, title IV, §412(c), Aug. 7, 1998, 112 Stat. 1241.)

**CHAPTER 22—EMPLOYEE POLYGRAPH PROTECTION**

Sec.	
2001.	Definitions.
2002.	Prohibitions on lie detector use.
2003.	Notice of protection.
2004.	Authority of Secretary.
2005.	Enforcement provisions.
2006.	Exemptions.
2007.	Restrictions on use of exemptions.
2008.	Disclosure of information.
2009.	Effect on other law and agreements.

**§ 2001. Definitions**

As used in this chapter:

**(1) Commerce**

The term “commerce” has the meaning provided by section 203(b) of this title.

**(2) Employer**

The term “employer” includes any person acting directly or indirectly in the interest of an employer in relation to an employee or prospective employee.

**(3) Lie detector**

The term “lie detector” includes a polygraph, deceptograph, voice stress analyzer, psychological stress evaluator, or any other similar device (whether mechanical or electrical) that is used, or the results of which are used, for the purpose of rendering a diagnostic opinion regarding the honesty or dishonesty of an individual.

**(4) Polygraph**

The term “polygraph” means an instrument that—

(A) records continuously, visually, permanently, and simultaneously changes in cardiovascular, respiratory, and electrodermal patterns as minimum instrumentation standards; and

(B) is used, or the results of which are used, for the purpose of rendering a diagnostic opinion regarding the honesty or dishonesty of an individual.

**(5) Secretary**

The term “Secretary” means the Secretary of Labor.

(Pub. L. 100-347, § 2, June 27, 1988, 102 Stat. 646.)

**EFFECTIVE DATE**

Pub. L. 100-347, §11, June 27, 1988, 102 Stat. 653, provided that:

“(a) IN GENERAL.—Except as provided in subsection (b), this Act [enacting this chapter] shall become effective 6 months after the date of enactment of this Act [June 27, 1988].

“(b) REGULATIONS.—Not later than 90 days after the date of enactment of this Act, the Secretary shall issue such rules and regulations as may be necessary or appropriate to carry out this Act.”

**SHORT TITLE**

Pub. L. 100-347, §1, June 27, 1988, 102 Stat. 646, provided that: “This Act [enacting this chapter] may be cited as the ‘Employee Polygraph Protection Act of 1988.’”

**§ 2002. Prohibitions on lie detector use**

Except as provided in sections 2006 and 2007 of this title, it shall be unlawful for any employer engaged in or affecting commerce or in the production of goods for commerce—

(1) directly or indirectly, to require, request, suggest, or cause any employee or prospective employee to take or submit to any lie detector test;

(2) to use, accept, refer to, or inquire concerning the results of any lie detector test of any employee or prospective employee;

(3) to discharge, discipline, discriminate against in any manner, or deny employment or promotion to, or threaten to take any such action against—

(A) any employee or prospective employee who refuses, declines, or fails to take or submit to any lie detector test, or

(B) any employee or prospective employee on the basis of the results of any lie detector test; or

(4) to discharge, discipline, discriminate against in any manner, or deny employment or promotion to, or threaten to take any such action against, any employee or prospective employee because—

(A) such employee or prospective employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this chapter,

(B) such employee or prospective employee has testified or is about to testify in any such proceeding, or

(C) of the exercise by such employee or prospective employee, on behalf of such employee or another person, of any right afforded by this chapter.

(Pub. L. 100-347, § 3, June 27, 1988, 102 Stat. 646.)

**§ 2003. Notice of protection**

The Secretary shall prepare, have printed, and distribute a notice setting forth excerpts from, or summaries of, the pertinent provisions of this chapter. Each employer shall post and maintain such notice in conspicuous places on its premises where notices to employees and applicants to employment are customarily posted.

(Pub. L. 100-347, § 4, June 27, 1988, 102 Stat. 647.)

**§ 2004. Authority of Secretary**

**(a) In general**

The Secretary shall—

(1) issue such rules and regulations as may be necessary or appropriate to carry out this chapter;

(2) cooperate with regional, State, local, and other agencies, and cooperate with and furnish