

119TH CONGRESS
1ST SESSION

H. R. 2425

To protect babies and young children in childcare settings by strengthening transparency and safety requirements.

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2025

Mr. FALLON (for himself, Mrs. HAYES, Ms. VAN DUYNE, Mr. GOODEN, and Mr. NEHLS) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To protect babies and young children in childcare settings by strengthening transparency and safety 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 “Kairo Act of 2025”.

5 **SEC. 2. DEFINITIONS.**

6 For purposes of this Act:

7 (1) The term “certain child care provider”
8 means a center-based child care provider, a family
9 child care provider, a sectarian child care provider,
10 or other provider of child care services for compensa-

tion that receives any amount of Federal funding towards providing child care or early learning programs, including but not limited to Child Care Development Block Grants and Head Start funding.

(2) The term “Center-based child care provider” means a provider licensed or otherwise authorized to provide child care services for fewer than 24 hours per day per child in a non-residential setting, unless care in excess of 24 hours is due to the nature of the parent(s)’ work.

(3) The term “family child care provider” means one or more individual(s) who provide child care services for fewer than 24 hours per day per child, in a private residence other than the child’s residence, unless care in excess of 24 hours is due to the nature of the parent(s)’ work.

(4) The term “sectarian organization and sectarian child care provider” means a religious organization or religious provider generally. The terms embrace any organization or provider that engages in religious conduct or activity or that seeks to maintain a religious identity in some or all of its functions. There is no requirement that a sectarian organization or provider be managed by clergy or have

1 any particular degree of religious management, con-
2 trol, or content.

3 **SEC. 3. PARENTAL RIGHTS AS A CONDITION OF FUNDING.**

4 (a) Any provider receiving Federal funds towards
5 providing child care or early learning programs, including
6 but not limited to Child Care Development Block Grants
7 or Head Start funding must develop a parent's bill of
8 rights for child care that includes—

9 (1) contact information for the state child
10 abuse hotline and agency responsible for inves-
11 tigating suspected abuse, neglect, or exploitation in
12 a child care operation;

13 (2) information on how to access the State's
14 electronic database, if applicable, of child care moni-
15 toring and inspection reports as described in section
16 658E(c)(2)D) of the Child Care and Development
17 Block Grant Act;

18 (3) for Head Start and Early Head Start pro-
19 grams information on how to access monitoring re-
20 ports conducted by the Office of Head Start;

21 (4) access to review such child care facility's
22 written records concerning the such child;

23 (5) receive from the child care facility, upon re-
24 quest, the responsible state agency's inspection re-
25 ports for the child care facility and information

1 about how to access the child care facility's compli-
2 ance history online;

3 (6) compliance by the facility with a court order
4 preventing another parent or guardian of such child
5 from visiting or removing such child from such facil-
6 ity;

7 (7) the contact information for the division re-
8 sponsible for regulating the child care facility, in-
9 cluding the division's name, address, and phone
10 number;

11 (8) access, within 2 business days from time of
12 written request, to any video recording of an alleged
13 incident of abuse or neglect involving such child if—

14 (A) such a video recording of the alleged
15 incident is available;

16 (B) such parent or guardian is prohibited
17 from retaining any part of the video recording
18 depicting a child who is not the child of such
19 parent or guardian;

20 (C) the parent or guardian of any other
21 child captured in such video recording receives
22 written notice from such provider of a request
23 for access to such video recording;

1 (D) a copy of the child care facility's poli-
2 cies and procedures; access to review such pro-
3 vider's—

4 (i) staff training records; and

5 (ii) any in-house staff training cur-
6 riculum used by such provider; and

7 (E) freedom from any retaliatory action by
8 such a provider for exercising any of the par-
9 ent's or guardian's rights under this Act.

10 (b) A child care provider shall provide the parent or
11 guardian of a child for whom it provides child care services
12 a written copy of the rights listed in subsection (a) no
13 later than 45 days after the effective date of this Act; or
14 not later than the child's 1st day on which such services
15 begin after such effective date.

16 (c) This section does not affect the ability of a law
17 enforcement agency or a local- or state-run child protective
18 services agency to access a video recording as part of an
19 investigation of an incident depicted in such video record-
20 ing.

21 **SEC. 4. NOTICE OF REQUIREMENT TO COMPLY.**

22 Not later than 30 days after the effective date of this
23 Act, the Director of the Department of Health and
24 Human Services will direct the Office of Child Care (OCC)
25 and the Office of Head Start (OHS) to make all current

1 and future potential recipients of Child Care Development
2 Block Grants and Head Start funding aware of the new
3 requirements.

4 **SEC. 5. EFFECTIVE DATE.**

5 This Act shall take effect 30 days after the date of
6 the enactment of this Act, the date of the enactment of
7 this Act.

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