

115TH CONGRESS
1ST SESSION

H. RES. 604

Amending the Rules of the House of Representatives to require each Member, officer, and employee of the House to complete the program of sexual harassment prevention and response training in employment which is offered by the Office of Compliance, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 2, 2017

Ms. SPEIER (for herself, Mr. COSTELLO of Pennsylvania, Mr. POLIQUIN, and Mr. BRADY of Pennsylvania) submitted the following resolution; which was referred to the Committee on Ethics, and in addition to the Committee on House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

RESOLUTION

Amending the Rules of the House of Representatives to require each Member, officer, and employee of the House to complete the program of sexual harassment prevention and response training in employment which is offered by the Office of Compliance, and for other purposes.

1 *Resolved,*

2 **SECTION 1. SHORT TITLE.**

3 This resolution may be cited as the “Congressional
4 Education About Sexual harassment Eradication Resolu-
5 tion” or the “CEASE Resolution”.

1 **SEC. 2. MANDATORY COMPLETION BY ALL HOUSE MEM-**
2 **BERS AND STAFF OF OFFICE OF COMPLI-**
3 **ANCE PROGRAM OF SEXUAL HARASSMENT**
4 **PREVENTION AND RESPONSE TRAINING IN**
5 **EMPLOYMENT.**

6 (a) MANDATORY COMPLETION AND CERTIFI-
7 CATION.—Rule XXIII of the Rules of the House of Rep-
8 resentatives is amended—

9 (1) by redesignating clause 18 as clause 19;
10 and

11 (2) by inserting after clause 17 the following
12 new clause:

13 “18.(a) Each Member, Delegate, Resident Commis-
14 sioner, officer, and employee of the House shall annually
15 complete the program of sexual harassment prevention
16 and response training in employment which is offered by
17 the Office of Compliance.

18 “(b) Not later than January 31 of each year, each
19 Member, Delegate, Resident Commissioner, officer, and
20 employee of the House shall file a certification with the
21 Committee on Ethics that the individual completed the
22 program required under this clause in the previous year.

23 “(c) A new Member, Delegate, Resident Commis-
24 sioner, officer, or employee of the House shall complete
25 the program required under this clause, and shall file a
26 certification with the Committee on Ethics that the indi-

1 individual completed the program, not later than 60 days after
 2 beginning service to the House.

3 “(d) For purposes of this clause, ‘sexual harassment’
 4 means any conduct directed at an individual which con-
 5 sists of unwelcome sexual advances, requests for sexual fa-
 6 vors, any other conduct of a sexual nature, or conduct
 7 based on the individual’s sex if such conduct has the pur-
 8 pose or effect of interfering with the individual’s work per-
 9 formance or creating an intimidating, hostile, or offensive
 10 working environment, or if submission to or rejection of
 11 such conduct by the individual is used as the basis for
 12 employment decisions affecting the individual, or if sub-
 13 mission by the individual to such conduct is made either
 14 explicitly or implicitly a term or condition of the individ-
 15 ual’s employment.”.

16 (b) REQUIRING IMMEDIATE COMPLETION OF PRO-
 17 GRAM FOR CURRENT MEMBERS AND STAFF.—

18 (1) REQUIREMENT.—Each individual who as of
 19 the date of the adoption of this resolution is serving
 20 as a Member, Delegate, or Resident Commissioner
 21 of the House of Representatives, or serving as an of-
 22 ficer or employee of the House, shall—

23 (A) complete the program of sexual harass-
 24 ment prevention and response training in em-

1 employment which is offered by the Office of Com-
2 pliance; and

3 (B) file a certification with the Committee
4 on Ethics that the individual completed the pro-
5 gram.

6 (2) VIOLATION OF CODE OF CONDUCT.—The
7 failure of an individual to meet the requirement of
8 paragraph (1) shall be considered a violation of rule
9 XXIII of the Rules of the House of Representatives
10 (relating to the Code of Conduct for Members, offi-
11 cers, and employees of the House).

12 (3) DEADLINE.—An individual shall meet the
13 requirement of paragraph (1) not later than the ear-
14 lier of—

15 (A) 120 days after the date of the adoption
16 of this resolution; or

17 (B) December 31, 2018.

18 (4) DEFINITION.—For purposes of this sub-
19 section, the term “officer or employee of the House”
20 has the meaning given such term in clause 19 of
21 rule XXIII of the Rules of the House of Representa-
22 tives (as redesignated by subsection (a)).

23 (c) SENSE OF THE HOUSE REGARDING UPDATES TO
24 OFFICE OF COMPLIANCE PROGRAM.—

1 (1) UPDATES.—It is the sense of the House of
2 Representatives that, not later than 180 days after
3 the date of the adoption of this resolution, the Office
4 of Compliance should update the program of sexual
5 harassment prevention and response training in em-
6 ployment which is offered by the Office to Members,
7 officers, and employees of the House to include the
8 following:

9 (A) Practical examples, derived from situa-
10 tions easily recognizable to employees of the
11 House, which are aimed at instructing super-
12 visors in the prevention of harassment, dis-
13 crimination, and retaliation, and at instructing
14 employees in how to recognize situations of har-
15 assment.

16 (B) Information regarding the rights of
17 employees, the options for reporting complaints,
18 and an overview of the dispute resolution proc-
19 ess.

20 (C) Training regarding bystander interven-
21 tion.

22 (D) An overview of the consequences for
23 perpetrating sexual harassment.

24 (E) Information regarding anti-retaliation
25 policies for witnesses to or individuals who ex-

1 perience sexual harassment and come forward
2 to report it.

3 (F) Interactive methods of instruction
4 which apply adult learning methodology.

5 (2) CONSULTATION.—It is the sense of the
6 House that the Office of Compliance should consult
7 with the Workplaces Respond to Domestic and Sex-
8 ual Violence: A National Resource Center (also
9 known as “Workplaces Respond”), the nonprofit
10 nongovernmental entity described in section 41501
11 of the Violence Against Women Act of 1994 (34
12 U.S.C. 12501), in updating and implementing the
13 program described in paragraph (1).

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