

115TH CONGRESS
1ST SESSION

H. RES. 630

Requiring each Member, officer, and employee of the House of Representatives to complete a program of training in workplace rights and responsibilities each session of each Congress, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 28, 2017

Mrs. COMSTOCK (for herself, Ms. SPEIER, Mr. HARPER, Mr. BRADY of Pennsylvania, Mr. COSTELLO of Pennsylvania, Mr. RASKIN, Mr. POLIQUIN, Ms. LOFGREN, Mr. FITZPATRICK, Mr. FASO, Mrs. WALORSKI, Ms. STEFANIK, Mr. FOSTER, Mr. DESAULNIER, Mr. POCAN, Mr. CURBELO of Florida, Mrs. NOEM, Mr. O'HALLERAN, Mr. VARGAS, Ms. WASSERMAN SCHULTZ, Mr. MCGOVERN, Ms. LEE, Ms. ADAMS, Mr. MOULTON, Mrs. LOWEY, Mr. PERLMUTTER, Mr. GUTIÉRREZ, Mr. COHEN, Ms. KAPTUR, Mr. JONES, Mr. KILMER, Mr. TAKANO, Mr. COURTNEY, Mr. GROTHMAN, Mr. HUFFMAN, Mr. POLIS, Mr. LYNCH, Mr. CROWLEY, Mr. SMITH of New Jersey, Mr. BROWN of Maryland, Mr. CRAMER, Ms. CASTOR of Florida, Mr. ROYCE of California, Ms. KUSTER of New Hampshire, Ms. SINEMA, Ms. JAYAPAL, Mr. KHANNA, Mr. COSTA, Ms. BARRAGÁN, Ms. MATSUI, Ms. HANABUSA, Mr. SIRES, Ms. BONAMICI, Mr. BERGMAN, Mr. GIANFORTE, Mrs. HANDEL, Mr. BISHOP of Georgia, Mr. LANGEVIN, Mr. MCEACHIN, Ms. SHEA-PORTER, Mr. LANCE, Mr. KELLY of Pennsylvania, Mr. SEAN PATRICK MALONEY of New York, Mr. BANKS of Indiana, Mrs. NAPOLITANO, Mr. SCOTT of Virginia, Mr. PANETTA, Mr. LARSEN of Washington, Mr. GARAMENDI, Mr. SMITH of Washington, Mr. REICHERT, Ms. ESTY of Connecticut, Mr. MEADOWS, Mrs. DINGELL, Mr. BERA, Mr. GENE GREEN of Texas, Mr. DEUTCH, Mrs. BROOKS of Indiana, Ms. MCSALLY, Mr. LATTA, Mr. EVANS, Mr. MESSER, Mr. PALLONE, Ms. KELLY of Illinois, Mr. DENHAM, Mr. LARSON of Connecticut, Mr. YOUNG of Iowa, Ms. SEWELL of Alabama, Mr. CARBAJAL, Mrs. MIMI WALTERS of California, Mr. BACON, Mr. OLSON, Mr. DAVID SCOTT of Georgia, Mr. ROKITA, Mrs. CAROLYN B. MALONEY of New York, Mr. GOMEZ, Mr. MCKINLEY, Ms. PINGREE, Mr. THOMPSON of Pennsylvania, Ms. JENKINS of Kansas, Mr. PRICE of North Carolina, Mrs. LAWRENCE, Mr. RUIZ, Mr. KEATING, Mr. PETERS, Mrs. DEMINGS, Ms. MICHELLE LUJAN GRISHAM of New Mexico, Ms. ROSEN, Mr. DANNY K. DAVIS of Illinois, Mr. CORREA, Mr. WOMACK, Ms. MENG, Mr. WELCH, Mr. CICILLINE, Mr. BEYER, Mr. JOHNSON of Georgia, Mr. FRELINGHUYSEN, Mr. ESPAILLAT, Mr. SABLÁN, Ms. ESHOO, Ms. ROYBAL-ALLARD, Mr. SCHNEIDER, Mr.

YARMUTH, Mr. PEARCE, Mr. LUETKEMEYER, Mr. RODNEY DAVIS of Illinois, Mr. PAYNE, Mr. CLEAVER, Mr. VELA, Mr. O'ROURKE, Ms. DELAURO, Mr. BRENDAN F. BOYLE of Pennsylvania, Mr. JOHNSON of Ohio, Ms. GABBARD, Mr. LEWIS of Georgia, Mr. DELANEY, Mr. SCHIFF, Mr. COFFMAN, Ms. VELÁZQUEZ, Mr. VISCLOSKY, Mr. BRAT, Mrs. WAGNER, Mr. QUIGLEY, Mr. SMUCKER, Mr. LAWSON of Florida, Mr. FERGUSON, Mrs. BUSTOS, Mrs. DAVIS of California, Mr. HUIZENGA, Mr. SARBANES, Mr. WALKER, Mr. KILDEE, Ms. WILSON of Florida, Mrs. BEATTY, Mr. SCHWEIKERT, Mr. SOTO, Mr. KNIGHT, Mr. YOHO, Mr. WILLIAMS, Mr. HILL, Mr. BARR, Mr. CARTER of Georgia, Mr. CULBERSON, Ms. GRANGER, Mr. FLORES, Mr. ROE of Tennessee, Mr. LAMALFA, Mr. SIMPSON, Mr. TAYLOR, Mr. HURD, Mr. MITCHELL, Mr. WILSON of South Carolina, Mr. PITTINGER, Mr. MOOLENAAR, Mr. BUCSHON, Mrs. LOVE, Mr. MEEHAN, Mr. BISHOP of Michigan, Mr. WESTERMAN, Mr. GUTHRIE, Mr. HUDSON, Mr. ARRINGTON, Mr. SCALISE, Mr. BARTON, Mr. STIVERS, Ms. SÁNCHEZ, Mr. DEFazio, and Mr. BURGESS) submitted the following resolution; which was referred to the Committee on House Administration

RESOLUTION

Requiring each Member, officer, and employee of the House of Representatives to complete a program of training in workplace rights and responsibilities each session of each Congress, and for other purposes.

1 *Resolved,*

2 **SECTION 1. MANDATORY COMPLETION OF PROGRAM OF**
 3 **TRAINING IN WORKPLACE RIGHTS AND RE-**
 4 **SPONSIBILITIES.**

5 (a) **REQUIRING TRAINING FOR ALL MEMBERS, OFFI-**
 6 **CERS, AND EMPLOYEES.—**

7 (1) **REQUIREMENT.**—Not later than 30 days
 8 after the date of the enactment of this resolution,
 9 the Committee on House Administration shall issue
 10 regulations to provide that, during each session of

1 each Congress, each Member (including each Dele-
2 gate or Resident Commissioner to the Congress), of-
3 ficer, and employee of the House of Representatives
4 shall complete a program of training in the work-
5 place rights and responsibilities applicable to offices
6 and employees of the House under part A of title II
7 of the Congressional Accountability Act of 1995 (2
8 U.S.C. 1301 et seq.), including anti-discrimination
9 and anti-harassment training.

10 (2) INCLUSION OF INTERNS, FELLOWS, AND
11 DETAILEES.—For purposes of this resolution, an in-
12 dividual serving in an office of the House of Rep-
13 resentatives as an intern (including an unpaid in-
14 tern), a participant in a fellowship program, or a
15 detailee from another office of the Federal Govern-
16 ment shall be considered an employee of the House.

17 (b) DEADLINE.—

18 (1) IN GENERAL.—Under the regulations issued
19 by the Committee on House Administration under
20 subsection (a), an individual shall complete the pro-
21 gram of training required under subsection (a) and
22 file a certificate of completion of such training not
23 later than—

24 (A) in the case of an individual who is
25 serving as a Member, officer, or employee of the

1 House as of the first day of a session of Con-
 2 gress, not later than 90 days after the session
 3 begins; or

4 (B) in the case of any other individual, not
 5 later than 90 days after the individual first be-
 6 comes a Member, officer, or employee of the
 7 House during the session.

8 (2) SPECIAL RULE FOR ONE HUNDRED FIF-
 9 TEENTH CONGRESS.—In the case of the One Hun-
 10 dred Fifteenth Congress, an individual shall com-
 11 plete the program required under subsection (a) not
 12 later than 180 days after the second session of the
 13 Congress begins.

14 (c) ADDITIONAL MECHANISMS.—The Committee on
 15 House Administration shall consider additional mecha-
 16 nisms to ensure compliance with the training requirement
 17 under subsection (a).

18 **SEC. 2. STATEMENT OF RIGHTS AND PROTECTIONS PRO-**
 19 **VIDED TO HOUSE EMPLOYEES UNDER CON-**
 20 **GRESSIONAL ACCOUNTABILITY ACT OF 1995.**

21 The Committee on House Administration shall issue
 22 regulations to provide that each employing office of the
 23 House of Representatives shall post in a prominent loca-
 24 tion in the office (including, in the case of the office of
 25 a Member of the House or a Delegate or Resident Com-

1 missioner to the Congress, a prominent location in each
2 office in the Member's congressional district) a statement
3 of the rights and protections provided to employees of the
4 House of Representatives under the Congressional Ac-
5 countability Act of 1995, including the procedures avail-
6 able to employees of the House under such Act for re-
7 sponding to and adjudicating allegations of violations of
8 such rights and protections.

○