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(Original Signature of Member)

115TH CONGRESS
1ST SESSION

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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

Mrs. COMSTOCK (for herself, Ms. SPEIER, Mr. HARPER, and Mr. BRADY of Pennsylvania) submitted the following resolution; which was referred to the Committee on _____

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.—**

1 (1) REQUIREMENT.—Not later than 30 days
2 after the date of the enactment of this resolution,
3 the Committee on House Administration shall issue
4 regulations to provide that, during each session of
5 each Congress, each Member (including each Dele-
6 gate or Resident Commissioner to the Congress), of-
7 ficer, and employee of the House of Representatives
8 shall complete a program of training in the work-
9 place rights and responsibilities applicable to offices
10 and employees of the House under part A of title II
11 of the Congressional Accountability Act of 1995 (2
12 U.S.C. 1301 et seq.), including anti-discrimination
13 and anti-harassment training.

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

21 (b) DEADLINE.—

22 (1) IN GENERAL.—Under the regulations issued
23 by the Committee on House Administration under
24 subsection (a), an individual shall complete the pro-
25 gram of training required under subsection (a) and

1 file a certificate of completion of such training not
2 later than—

3 (A) in the case of an individual who is
4 serving as a Member, officer, or employee of the
5 House as of the first day of a session of Con-
6 gress, not later than 90 days after the session
7 begins; or

8 (B) in the case of any other individual, not
9 later than 90 days after the individual first be-
10 comes a Member, officer, or employee of the
11 House during the session.

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

18 (c) ADDITIONAL MECHANISMS.—The Committee on
19 House Administration shall consider additional mecha-
20 nisms to ensure compliance with the training requirement
21 under subsection (a).

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

4 The Committee on House Administration shall issue
5 regulations to provide that each employing office of the
6 House of Representatives shall post in a prominent loca-
7 tion in the office (including, in the case of the office of
8 a Member of the House or a Delegate or Resident Com-
9 missioner to the Congress, a prominent location in each
10 office in the Member's congressional district) a statement
11 of the rights and protections provided to employees of the
12 House of Representatives under the Congressional Ac-
13 countability Act of 1995, including the procedures avail-
14 able to employees of the House under such Act for re-
15 sponding to and adjudicating allegations of violations of
16 such rights and protections.