

115TH CONGRESS
1ST SESSION

H. R. 4155

To amend the Congressional Accountability Act of 1995 to require employing offices under such Act to enroll the employees of such offices every two years in the program carried out by the Office of Compliance to train employees in the protections against sexual harassment provided under the Act, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 26, 2017

Mrs. LAWRENCE (for herself, Ms. BASS, Mr. BROWN of Maryland, Mr. JEFFRIES, Mr. CLAY, Ms. EDDIE BERNICE JOHNSON of Texas, Mr. ELLISON, Ms. SEWELL of Alabama, Mr. DANNY K. DAVIS of Illinois, Mr. DAVID SCOTT of Georgia, Mr. LAWSON of Florida, Mr. LEWIS of Georgia, Mrs. BEATTY, Ms. KELLY of Illinois, Mrs. DEMINGS, Ms. LEE, Mr. CLEAVER, Mr. BUTTERFIELD, Mr. JOHNSON of Georgia, Ms. MAXINE WATERS of California, Ms. BLUNT ROCHESTER, Mr. EVANS, Mrs. WATSON COLEMAN, Ms. NORTON, Mr. HASTINGS, Ms. FUDGE, Ms. WILSON of Florida, Mr. CONYERS, Mr. BISHOP of Georgia, Mr. PAYNE, Ms. PLASKETT, Mr. CARSON of Indiana, Ms. BORDALLO, Mr. SCOTT of Virginia, Mr. THOMPSON of Mississippi, Ms. JACKSON LEE, and Ms. CLARKE of New York) introduced the following bill; which was referred to the Committee on House Administration

A BILL

To amend the Congressional Accountability Act of 1995 to require employing offices under such Act to enroll the employees of such offices every two years in the program carried out by the Office of Compliance to train employees in the protections against sexual harassment provided under the Act, and for other purposes.

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 “Congressional Sexual
5 Harassment Training Act”.

6 **SEC. 2. REQUIRING EMPLOYING OFFICES UNDER CON-**
7 **GRESSIONAL ACCOUNTABILITY ACT OF 1995**
8 **TO ENROLL EMPLOYEES IN OFFICE OF COM-**
9 **PLIANCE PROGRAMS ON SEXUAL HARASS-**
10 **MENT.**

11 (a) MANDATORY ENROLLMENT IN PROGRAMS.—Part
12 E of title II of the Congressional Accountability Act of
13 1995 (2 U.S.C. 1361 et seq.) is amended by adding at
14 the end the following new section:

15 **“SEC. 226. MANDATORY ENROLLMENT OF EMPLOYEES IN**
16 **OFFICE OF COMPLIANCE PROGRAMS ON SEX-**
17 **UAL HARASSMENT.**

18 “(a) BIENNIAL TRAINING FOR EMPLOYEES OF EM-
19 PLOYING OFFICES.—Each employing office shall ensure
20 that each covered employee of the employing office enrolls
21 every two years in the program of education carried out
22 by the Office of Compliance under section 301(h) to in-
23 form covered employees of the rights provided under this
24 Act against sexual harassment.

1 “(b) ADDITIONAL INITIAL TRAINING.—In addition to
2 the biennial enrollment required under subsection (a),
3 each employing office shall ensure that each covered em-
4 ployee of the employing office enrolls in the program de-
5 scribed in subsection (a) not later than—

6 “(1) in the case of a covered employee who is
7 a covered employee of the employing office as of the
8 date of the enactment of this section, 90 days after
9 such date; or

10 “(2) in the case of a covered employee who first
11 becomes a covered employee of the employing office
12 after the date of the enactment of this section, 60
13 days after first becoming a covered employee of the
14 employing office.

15 “(c) EXCLUSION OF APPLICANTS AND FORMER EM-
16 PLOYEES.—In this section, the term ‘covered employee’
17 with respect to an employing office does not include an
18 applicant for employment or a former employee.”.

19 (b) CLERICAL AMENDMENT.—The table of contents
20 of such Act is amended by adding at the end of the items
21 relating to part E of title II the following new item:

“Sec. 226. Mandatory enrollment of employees in Office of Compliance pro-
grams on sexual harassment.”.

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