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(Original Signature of Member)

115TH CONGRESS  
1ST SESSION

# H. RES.

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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.

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## IN THE HOUSE OF REPRESENTATIVES

Ms. SPEIER submitted the following resolution; which was referred to the Committee on \_\_\_\_\_

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# 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).