

Union Calendar No. 662

119TH CONGRESS
2^D SESSION

H. R. 2406

[Report No. 119–761]

To amend the National Defense Authorization Act for Fiscal Year 2017 to address sexual harassment and sexual assault involving National Oceanic and Atmospheric Administration personnel, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2025

Ms. BONAMICI (for herself, Ms. SALAZAR, and Mr. HUFFMAN) introduced the following bill; which was referred to the Committee on Natural Resources

AUGUST 20, 2026

Additional sponsor: Mr. FITZPATRICK

AUGUST 20, 2026

Committed to the Committee of the Whole House on the State of the Union
and ordered to be printed

A BILL

To amend the National Defense Authorization Act for Fiscal Year 2017 to address sexual harassment and sexual assault involving National Oceanic and Atmospheric Administration personnel, 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 “National Oceanic and
5 Atmospheric Administration Sexual Harassment and As-
6 sault Prevention Improvements Act of 2025”.

7 **SEC. 2. REFERENCES.**

8 Except as otherwise specifically provided, whenever in
9 this Act an amendment or repeal is expressed in terms
10 of an amendment to, or repeal of, a provision, the ref-
11 erence shall be considered to be made to a provision of
12 subtitle C of title XXXV of the National Defense Author-
13 ization Act for Fiscal Year 2017 (33 U.S.C. 894 et seq.).

14 **SEC. 3. POLICY ON PREVENTION OF AND RESPONSE TO**
15 **SEXUAL HARASSMENT INVOLVING NATIONAL**
16 **OCEANIC AND ATMOSPHERIC ADMINISTRA-**
17 **TION PERSONNEL.**

18 Section 3541(f) (33 U.S.C. 894(f)) is amended—

19 (1) by inserting “and equal employment” after
20 “sexual harassment” in each place it appears; and

21 (2) in paragraph (2)—

22 (A) by redesignating subparagraphs (C)
23 and (D) as subparagraphs (D) and (E), respec-
24 tively; and

1 (B) by inserting after subparagraph (B)
 2 the following:

3 “(C) Relevant data, including—

4 “(i) a synopsis of each case and the
 5 disciplinary action taken, if any, with re-
 6 spect to each such case; and

7 “(ii) data collected pursuant to the
 8 Notification and Federal Employee Anti-
 9 discrimination and Retaliation Act of 2002
 10 (5 U.S.C. 2301 note).”.

11 **SEC. 4. ANNUAL REPORT ON SEXUAL HARASSMENT, SEX-**
 12 **UAL ASSAULT, AND EQUAL EMPLOYMENT.**

13 Section 3548 (33 U.S.C. 894e) is amended—

14 (1) by striking the section heading and insert-
 15 ing the “**ANNUAL REPORT ON SEXUAL HARASS-**
 16 **MENT, SEXUAL ASSAULT, AND EQUAL EMPLOY-**
 17 **MENT IN NATIONAL OCEANIC AND ATMOS-**
 18 **PHERIC ADMINISTRATION**”.

19 (2) in subsection (a), by striking “the sexual as-
 20 saults involving” and inserting “sexual harassment
 21 and sexual assault cases involving, and the equal
 22 employment of,”;

23 (3) in subsection (b)—

1 (A) in paragraph (1), by striking “as-
2 saults” and inserting “harassment and sexual
3 assault cases”;

4 (B) in paragraph (4), by inserting “, in-
5 cluding a synopsis of each sexual harassment
6 and equal employment case and the disciplinary
7 action taken, if any, with respect to each such
8 case” before the period at the end; and

9 (C) by adding at the end the following:

10 “(5) A summary of the number of change of
11 station, unit transfer, and change of work location
12 requests submitted to the Secretary of Commerce,
13 acting through the Under Secretary for Oceans and
14 Atmosphere, under subsection (a) of section 3544,
15 including the number of such requests the Secretary
16 denied under that subsection.

17 “(6) A summary of the number of cases re-
18 ported to the Commandant of the Coast Guard
19 under section 3550.

20 “(7) The number of alleged sexual harassment
21 and sexual assault cases involving fisheries observ-
22 ers, protected species observers, and endangered spe-
23 cies observers, including—

24 “(A) a synopsis of each case and the sta-
25 tus of each such case;

1 “(B) the disposition of any investigation;
2 and

3 “(C) a description of the fishery manage-
4 ment region and fishery or the geographic re-
5 gion and type of permitted operation in which
6 the incident of sexual harassment or sexual as-
7 sault is alleged to have occurred, as appro-
8 priate.”; and

9 (4) in subsection (c), by striking “assault” and
10 inserting “harassment or sexual assault case”.

11 **SEC. 5. INVESTIGATION AND CRIMINAL REFERRAL RE-**
12 **QUIREMENTS.**

13 (a) TECHNICAL AMENDMENT.—Sections 3548 and
14 3549 (33 U.S.C. 894e and 894f) are redesignated as sec-
15 tions 3551 and 3552, respectively.

16 (b) CRIMINAL REFERRAL.—Section 3547 (33 U.S.C.
17 894d–2) is amended—

18 (1) by striking “pursuant to” and inserting “at
19 the onset or during the course of”; and

20 (2) by inserting “and, with respect to a licensed
21 mariner, the Commandant of the Coast Guard”
22 after “United States Attorney”.

23 (c) IN GENERAL.—Subtitle C of title XXXV (33
24 U.S.C. 894 et seq.) is amended by inserting after section
25 3547 (33 U.S.C. 894d–2) the following:

1 **“SEC. 3548. EXCEPTIONS REGARDING ANONYMITY OF VIC-**
2 **TIMS IN CERTAIN CASES.**

3 “(a) IN GENERAL.—In any case in which an em-
4 ployee of the Administration, member of the commissioned
5 officer corps of the Administration, or covered personnel
6 elects restricted or unrestricted reporting under section
7 3541(b)(3)(B) or 3542(b)(5)(B), disclosure to the fol-
8 lowing persons or organizations of the personally identi-
9 fying information of such individual is authorized for the
10 following reasons:

11 “(1) To Administration staff or law enforce-
12 ment personnel, if authorized by the victim in writ-
13 ing.

14 “(2) To Administration staff or law enforce-
15 ment personnel to prevent or lessen a serious or im-
16 minent threat to the health or safety of the victim
17 or another person.

18 “(3) To a victim advocate or healthcare pro-
19 vider, if required for the provision of victim services.

20 “(4) To a State or Federal court, if pursuant
21 to a court order or if disclosure is required by Fed-
22 eral or State statute.

23 “(b) NOTICE OF DISCLOSURE; PRIVACY PROTEC-
24 TION.—If information described in subsection (a) is dis-
25 closed under that subsection, the Secretary shall—

1 “(1) make reasonable attempts to provide no-
2 tice to the individual the information of whom is so
3 disclosed; and

4 “(2) take such action as is necessary to protect
5 the privacy and safety of the individual.

6 **“SEC. 3549. RESTRICTED REPORTING UPDATE.**

7 “Not later than 3 years after the date of the enact-
8 ment of the National Oceanic and Atmospheric Adminis-
9 tration Sexual Harassment and Assault Prevention Im-
10 provements Act of 2025, the Secretary of Commerce, act-
11 ing through the Under Secretary for Oceans and Atmos-
12 phere, shall update the policies developed under sections
13 3541 and 3542 with respect to the mechanism established
14 under subsections (b)(3)(B) and (b)(5)(B) of those sec-
15 tions, respectively, such that each such mechanism pro-
16 vides for a restricted reporting system that allows an em-
17 ployee of the Administration, member of the commissioned
18 officer corps of the Administration, or covered personnel
19 who alleges to have been sexually harassed or sexually as-
20 saulted to confidentially disclose the details of such sexual
21 harassment or sexual assault to specified individuals and
22 receive the services outlined in this subtitle—

23 “(1) without the dissemination of the personally
24 identifying information of such individual, except as

1 necessary for the provision of such services and as
2 provided by section 3548(a); and

3 “(2) without automatically triggering an inves-
4 tigative process.

5 **“SEC. 3550. MARINER REPORTING.**

6 “(a) MANDATORY REPORTING BY RESPONSIBLE EN-
7 TITY OF A VESSEL.—

8 “(1) UNRESTRICTED REPORTS.—The respon-
9 sible entity of a vessel shall report to the Com-
10 mandant of the Coast Guard any incident of sexual
11 harassment or sexual assault in violation of employer
12 policy or law, of which the responsible entity of a
13 vessel is made aware, involving—

14 “(A) an employee or contractor of the Ad-
15 ministration who is required to hold a valid
16 merchant mariner credential as a condition of
17 employment; or

18 “(B) a crewmember of a vessel that, at the
19 time of such incident, was operating under a
20 contract with the Administration.

21 “(2) RESTRICTED REPORTS.—Paragraph (1)
22 does not apply with respect to an incident of sexual
23 harassment or sexual assault reported on a re-
24 stricted basis pursuant to the mechanisms estab-

1 lished for such reporting under sections
2 3541(b)(3)(B) and 3542(b)(5)(B), respectively.

3 “(b) REPORTING PROCEDURES.—

4 “(1) IN GENERAL.—

5 “(A) TIMING OF REPORTING.—The respon-
6 sible entity of a vessel shall make a report re-
7 quired under subsection (a)(1) as soon as the
8 responsible entity of a vessel is made aware of
9 the incident of sexual harassment or sexual as-
10 sult that is the subject of the report.

11 “(B) MODE OF REPORTING.—The respon-
12 sible entity of a vessel shall make a report re-
13 quired under subsection (a)(1) to a single entity
14 in the Coast Guard designated by the Com-
15 mandant of the Coast Guard to receive such re-
16 ports by the fastest telecommunication channel
17 available to the responsible entity of a vessel.

18 “(2) CONTENTS OF REPORT.—Each report
19 made under this section shall include, to the best of
20 the knowledge of the responsible entity of a vessel—

21 “(A) the name, Coast Guard merchant
22 mariner credential reference number, if applica-
23 ble, official position or role in relation to the
24 vessel, and contact information of each indi-
25 vidual involved in the incident of sexual harass-

1 ment or sexual assault that is the subject of the
2 report;

3 “(B) the name and official number of the
4 vessel;

5 “(C) the time and date of the incident of
6 sexual harassment or sexual assault;

7 “(D) the geographic position or location of
8 the vessel when the incident of sexual harass-
9 ment or sexual assault occurred; and

10 “(E) a brief description of the incident of
11 alleged sexual harassment or sexual assault
12 being reported.

13 “(c) NOTIFICATION BY SECRETARY.—

14 “(1) IN GENERAL.—The Secretary of Com-
15 merce, acting through the Under Secretary for
16 Oceans and Atmosphere, shall notify the Director of
17 the Office of Marine and Aviation Operations of
18 each report of an incident of sexual harassment or
19 sexual assault received by the Secretary.

20 “(2) NOTIFICATION CONTENTS.—Each notifica-
21 tion under paragraph (1) shall include, to the best
22 of the knowledge of the Secretary of Commerce, act-
23 ing through the Under Secretary for Oceans and At-
24 mosphere—

1 “(A) with respect to an unrestricted report
2 submitted pursuant to section 3541(b)(3)(B) or
3 3542(b)(5)(B), the information required under
4 subsection (b)(2) of this section; and

5 “(B) with respect to a restricted report
6 submitted pursuant to section 3541(b)(3)(B) or
7 3542(b)(5)(B), the information required under
8 subsection (b)(2) of this section that does not
9 include the personally identifying information of
10 the individual that submitted the restricted re-
11 port.”.

12 **SEC. 6. DEFINITIONS.**

13 Section 3552, as redesignated by section 5(a) of this
14 Act, is amended to read as follows:

15 **“SEC. 3552. DEFINITIONS.**

16 “In this subtitle:

17 “(1) ADMINISTRATION.—The term ‘Administra-
18 tion’ means the National Oceanic and Atmospheric
19 Administration.

20 “(2) COVERED PERSONNEL.—

21 “(A) IN GENERAL.—The term ‘covered
22 personnel’ means an individual who works with
23 or conducts business on behalf of the Adminis-
24 tration.

1 “(B) INCLUSION.—The term ‘covered per-
2 sonnel’ includes—

3 “(i) observers, at-sea monitors, and
4 catch monitors required by the National
5 Marine Fisheries Service to operate on or
6 in commercial fishing vessels, other pri-
7 vately owned vessels, barges, or platforms,
8 and shoreside processing facilities for—

9 “(I) commercial fisheries obser-
10 vation required by the Magnuson-Ste-
11 vens Fishery Conservation and Man-
12 agement Act (13 U.S.C. 1801 et
13 seq.);

14 “(II) protected species or endan-
15 gered species observation required by
16 the Marine Mammal Protection Act of
17 1972 (16 U.S.C. 1361 et seq.) or the
18 Endangered Species Act of 1973 (16
19 U.S.C. 1351 et seq.); or

20 “(III) platform removal observa-
21 tion; and

22 “(ii) voting members and executive
23 and administrative staff of each Regional
24 Fishery Management Council established
25 by section 302 of the Magnuson-Stevens

Fishery Conservation and Management Act
(16 U.S.C. 1852).

“(3) RESPONSIBLE ENTITY OF A VESSEL.—The term ‘responsible entity of a vessel’ means the Director of the Office of Marine and Aviation Operations, with respect to each vessel owned or operated by the Administration.

“(4) SEXUAL ASSAULT.—The term ‘sexual assault’ has the meaning given the term in section 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925 (a)).”.

SEC. 7. CONFORMING AND CLERICAL AMENDMENTS.

(a) CONFORMING AMENDMENTS.—Subtitle C of title XXXV (33 U.S.C. 894 et seq.) is amended—

(1) by striking “individuals who work with or conduct business on behalf of the Administration” each place it appears and inserting “covered personnel”; and

(2) by striking “National Oceanic and Atmospheric” each place it appears, except—

(A) when it appears as “National Oceanic and Atmospheric Administration Sexual Harassment and Assault Prevention Improvements Act of 2025”;

1 (B) in section 3551, in the section head-
 2 ing; and

3 (C) in section 3552(1).

4 (b) CLERICAL AMENDMENT.—Each of the tables of
 5 contents in section 2(b) and at the beginning of title
 6 XXXV are amended by striking the items relating to sec-
 7 tions 3548 and 3549 and inserting the following:

“Sec. 3548. Exceptions regarding anonymity of victims in certain cases.

“Sec. 3549. Restricted reporting update.

“Sec. 3550. Mariner referral.

“Sec. 3551. Annual report on sexual harassment, sexual assault, and equal em-
 ployment in the National Oceanic and Atmospheric Adminis-
 tration.

“Sec. 3552. Definitions.”.

8 **SEC. 8. PROHIBITED ACTS.**

9 Section 307(1)(L) of the Magnuson-Stevens Fishery
 10 Conservation and Management Act (16 U.S.C.
 11 1857(1)(L)) is amended—

12 (1) by striking “forcibly”; and

13 (2) by striking “on a vessel”.

14 **SEC. 9. PROHIBITION ON SERVICE IN COMMISSIONED OFFI- 15 CER CORPS OF NATIONAL OCEANIC AND AT- 16 MOSPHERIC ADMINISTRATION BY INDIVID- 17 UALS CONVICTED OF CERTAIN SEXUAL OF- 18 FENSES.**

19 Section 261(a) of the National Oceanic and Atmos-
 20 pheric Administration Commissioned Officer Corps Act of
 21 2002 (33 U.S.C. 3071(a)) is amended—

1 (1) by redesignating paragraph (26) as para-
2 graph (27); and

3 (2) by inserting after paragraph (25) the fol-
4 lowing:

5 “(26) Section 657, relating to prohibition on
6 service by individuals convicted of certain sexual of-
7 fenses.”.

Union Calendar No. 662

119TH CONGRESS
2^D Session

H. R. 2406

[Report No. 119-761]

A BILL

To amend the National Defense Authorization Act for Fiscal Year 2017 to address sexual harassment and sexual assault involving National Oceanic and Atmospheric Administration personnel, and for other purposes.

AUGUST 20, 2026

Committed to the Committee of the Whole House on the State of the Union and ordered to be printed