

119TH CONGRESS
1ST SESSION

H. RES. 480

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

JUNE 5, 2025

Mr. STEIL (for himself and Mr. MORELLE) 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 adoption of this resolution, the

1 Committee on House Administration shall issue reg-
2 ulations to provide that, during each session of each
3 Congress, each Member (including each Delegate or
4 Resident Commissioner to the Congress), officer,
5 and employee of the House of Representatives shall
6 complete a program of training in the workplace
7 rights and responsibilities applicable to offices and
8 employees of the House under part A of title II of
9 the Congressional Accountability Act of 1995 (2
10 U.S.C. 1301 et seq.), including anti-discrimination
11 and anti-harassment training.

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

19 (3) EXCEPTION FOR PARTICIPANTS IN NEW
20 MEMBER ORIENTATION PROGRAMS.—If an individual
21 completed a program of training required under
22 paragraph (1) during the new Member orientation
23 program administered by the Committee on House
24 Administration prior to the beginning of a Congress,

1 the individual is not required to complete the pro-
2 gram during the first session of the Congress.

3 (b) DEADLINE.—

4 (1) IN GENERAL.—Under the regulations issued
5 by the Committee on House Administration under
6 subsection (a), an individual shall complete the pro-
7 gram of training required under subsection (a) and
8 file a certificate of completion of such training not
9 later than—

10 (A) in the case of an individual who is
11 serving as a Member, officer, or employee of the
12 House as of the date on which the Committee
13 first certifies that the program is in operation
14 for the session, not later than 90 days after
15 such date; or

16 (B) in the case of any other individual, not
17 later than 90 days after the individual first be-
18 comes a Member, officer, or employee of the
19 House.

20 (2) ALTERNATIVE DEADLINES.—The Com-
21 mittee on House Administration may include in the
22 regulations issued under subsection (a)—

23 (A) an alternative deadline for individuals
24 serving as interns and participants in fellowship

1 programs to take into account the duration of
2 their service; and

3 (B) an alternative deadline for individuals
4 who first become Members, officers, or employ-
5 ees of the House towards the end of a session
6 of Congress to take into account the amount of
7 time remaining in the session.

8 (3) SPECIAL RULE FOR FIRST SESSION OF ONE
9 HUNDRED NINETEENTH CONGRESS.—In the case of
10 the first session of the One Hundred Nineteenth
11 Congress, an individual described in subparagraph
12 (A) of paragraph (1) shall complete the program re-
13 quired under subsection (a) not later than 90 days
14 after the date of the adoption of this resolution.

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

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