

113TH CONGRESS
2D SESSION

H. RES. 548

Amending the Rules of the House of Representatives to require the mandatory annual ethics training offered to Members, officers, and employees of the House to include a specific program of training in the prevention and deterrence of sexual harassment in employment, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 8, 2014

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

RESOLUTION

Amending the Rules of the House of Representatives to require the mandatory annual ethics training offered to Members, officers, and employees of the House to include a specific program of training in the prevention and deterrence of sexual harassment in employment, and for other purposes.

1 *Resolved,*

1 **SECTION 1. INCLUSION OF PROGRAM OF TRAINING IN PRE-**
 2 **VENTION AND DETERRENCE OF SEXUAL HAR-**
 3 **ASSMENT IN EMPLOYMENT AS PART OF AN-**
 4 **NUAL MANDATORY ETHICS TRAINING FOR**
 5 **HOUSE MEMBERS AND STAFF.**

6 (a) INCLUSION OF PROGRAM.—Clause 3(a)(6) of rule
 7 XI of the Rules of the House of Representatives is amend-
 8 ed—

9 (1) in subdivision (A)(ii), by striking the period
 10 at the end and inserting the following: “, together
 11 with a specific program of training in the prevention
 12 and deterrence of sexual harassment in employment
 13 (as described in subdivision (B)).”;

14 (2) by redesignating subdivision (B) as subdivi-
 15 sion (C); and

16 (3) by inserting after subdivision (A) the fol-
 17 lowing new subdivision:

18 “(B)(i) The program of training in the
 19 prevention and deterrence of sexual harassment
 20 in the workplace under this subdivision is a pro-
 21 gram which provides information and practical
 22 guidance regarding any applicable Federal and
 23 State laws concerning the prohibition against
 24 and the prevention and correction of sexual har-
 25 assment and the remedies available to victims
 26 of sexual harassment in employment. The pro-

1 gram shall also include practical examples
2 aimed at instructing supervisors in the preven-
3 tion of harassment, discrimination, and retalia-
4 tion, and shall be presented by individuals with
5 knowledge and expertise in the prevention of
6 harassment, discrimination, and retaliation.

7 “(ii) The program under this subdivision shall
8 provide at least one hour of training, except that in
9 the case of the training provided to a new officer or
10 employee of the House under subdivision (B)(i), the
11 program shall under this subdivision shall provide at
12 least two hours of training.

13 “(iii) For purposes of this subparagraph, ‘sex-
14 ual harassment’ means any conduct directed at an
15 individual which consists of unwelcome sexual ad-
16 vances, requests for sexual favors, or any other con-
17 duct of a sexual nature, if submission by the indi-
18 vidual to such conduct is made either explicitly or
19 implicitly a term or condition of the individual’s em-
20 ployment, submission to or rejection of such conduct
21 by the individual is used as the basis for employment
22 decisions affecting the individual, or such conduct
23 has the purpose or effect of interfering with the indi-
24 vidual’s work performance or creating an intimi-
25 dating, hostile, or offensive working environment.”.

1 (b) EFFECTIVE DATE.—The amendment made by
2 subsection (a) shall take effect upon the expiration of the
3 60-day period which begins on the date of the adoption
4 of this resolution.

