

**MARKUP OF COMMITTEE RESOLUTION 119-13:
A RESOLUTION TO ADOPT REGULATIONS
REGARDING MANDATORY COMPLETION
OF TRAINING IN WORKPLACE
RIGHTS AND RESPONSIBILITIES**

MARKUP
BEFORE THE
**COMMITTEE ON HOUSE
ADMINISTRATION**
HOUSE OF REPRESENTATIVES
ONE HUNDRED NINETEENTH CONGRESS
FIRST SESSION

JUNE 25, 2025

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June 25, 2025

COMMITTEE ON HOUSE ADMINISTRATION,
HOUSE OF REPRESENTATIVES,
Washington, D.C.

The Committee met, pursuant to notice, at 2 p.m., in room 1310, Longworth House Office Building, Hon. Bryan Steil [Chairman of the Committee] presiding.

Present: Representatives Steil, Loudermilk, Murphy, Carey, Miller, Morelle, and Torres.

Staff present: Mike Platt, Staff Director; Rachel Collins, General Counsel; Abby Salter, Deputy General Counsel; Jordan Wilson, Director of Member Services; Kristen Monterroso, Director of Operations; Elliot Smith, Director of Oversight; Phillip Pinegar, Professional Staff; Annemarie Cake, Professional Staff and Deputy Clerk; Jamie Fleet, Minority Staff Director; Khalil Abboud, Minority Deputy Staff Director; Sean Wright, Minority Chief Counsel; and Kwame Newton, Minority Oversight Counsel.

**OPENING STATEMENT OF HON. BRYAN STEIL, CHAIRMAN OF
THE COMMITTEE ON HOUSE ADMINISTRATION, A U.S. REP-
RESENTATIVE FROM WISCONSIN**

Chairman STEIL. The Committee on House Administration will come to order.

I note that a quorum is present.

Without objection, the chair is authorized to declare a recess at any time.

Today, the Committee on House Administration will be considering Committee Resolution 119-13, a resolution to adopt regulations regarding mandatory completion of workplace rights and responsibilities training.

This Committee resolution will require each Member, officer, employee, intern, fellow, and detailee of the House of Representatives to complete workplace rights and responsibilities training within a specific timeframe.

The training focuses on preventing harassment, discrimination, and retaliation, as well as options for reporting complaints. This training ensures that all Members and staff are aware of and un-

derstand both their rights and responsibilities during their tenure in the House of Representatives.

I now can recognize Mrs. Torres, on behalf of the Ranking Member, for 5 minutes for an opening statement.

[The prepared statement of Chairman Steil follows:]

**PREPARED STATEMENT OF CHAIRMAN OF THE COMMITTEE
ON HOUSE ADMINISTRATION BRYAN STEIL**

Today, the Committee on House Administration will be considering Committee Resolution 119–13, a Resolution to Adopt Regulations Regarding Mandatory Completion of Workplace Rights and Responsibilities Training. This Committee Resolution will require each Member, officer, employee, intern, fellow, and detailee of the House of Representatives to complete workplace rights and responsibilities training within a specific timeframe. The training focuses on preventing harassment, discrimination, and retaliation as well as options for reporting complaints. This training ensures that all Members and staff are aware of and understand both their rights and responsibilities during their tenure in the House of Representatives.

**OPENING STATEMENT OF HON. NORMA TORRES, A U.S.
REPRESENTATIVE FROM CALIFORNIA**

Mrs. TORRES. Thank you, Mr. Chairman, and thank you for your partnership in advancing this important issue of workplace rights.

In the interest of time, I will be brief in my remarks.

In a particularly fraught and challenging time for the broader Capitol Hill community and the world, frankly, it is incumbent upon us at House Administration to ensure a safe and inclusive workplace for all staff.

Public service is a calling, and those who answer that call deserve a work environment that prioritizes dignity, respect, and equity. Although it is just one of our many duties as stewards of this institution, it is one that I take with the utmost seriousness.

I am happy to vote to approve this resolution, and I urge my colleagues to do the same.

I yield back.

[The prepared statement of Mrs. Torres follows:]

**PREPARED STATEMENT OF REPRESENTATIVE NORMA
TORRES**

In a particularly fraught and challenging time for the broader Capitol Hill community and the world, frankly, it is incumbent upon us at House Administration to ensure a safe and inclusive workplace for all staff. Public service is a calling, and those who answer that call deserve a work environment that prioritizes dignity, respect, and equity. Although it is just one of our many duties as stewards of this institution, it is one that I take with the utmost seriousness.

Chairman STEIL. Thank you, Representative Torres.

I now call up Resolution 119–13, a resolution to adopt regulations regarding mandatory completion of a program of training in workplace rights and responsibilities.

The clerk will please report the resolution.

The CLERK. “Committee Resolution 119–13”——

Chairman STEIL. Without objection, the reading of the resolution is dispensed with.

[Committee Resolution 119–13 follows:]

COMMITTEE ON HOUSE ADMINISTRATION
119th CONGRESS

A RESOLUTION

COMMITTEE RESOLUTION 119-13

**A Resolution to Adopt Regulations Regarding Mandatory Completion of a
Program of Training in Workplace Rights and Responsibilities**

Be it resolved, that the Committee on House Administration, pursuant to H. Res. 480, hereby issues the following regulations regarding mandatory completion of a program of training in workplace rights and responsibilities for all Members, officers, and employees:

**Mandatory Completion of a Program of Training in Workplace Rights and
Responsibilities**

1. Each Member (including each Delegate or Resident Commissioner to the Congress), officer, and employee of the House of Representatives shall complete a program of training in the workplace rights and responsibilities applicable to offices and employees of the House under part A of title II of the Congressional Accountability Act of 1995 (2 U.S.C. §§ 1301 *et seq.*) and House Rules, including anti-discrimination and anti-harassment training. For purposes of these regulations, an individual serving in an office of the House of Representatives as an intern (including an unpaid intern), a participant in a fellowship program, or a detailee from another office of the Federal Government are required to complete a program of training in workplace rights and responsibilities. The Committee on House Administration shall take such steps necessary to ensure compliance with the requirement.
2. Each individual specified in Paragraph 1 shall complete such program of training once available and file a certification of completion of such training –
 - a) in the case of an individual who is serving as a Member, officer, or employee of the House in the first session of the 119th Congress, on the date the Committee on House Administration (“Committee”) adopts these regulations, not later than 90 days after the first training becomes available;
 - b) in the case of an individual who is serving as a Member, officer, or employee of the House as of the first day of a subsequent Congress, not later than 90 days after the commencement of training for the first session of that Congress;

- c) in the case of an intern (including an unpaid intern), or a participant in a fellowship program, once training is available not later than 30 days from their start date;
- d) in the case of any individual who becomes a Member, officer, or employee of the House who returns to House employment after a gap of more than 90 consecutive days and who begins House employment after either the Committee adopts these regulations or the first day of a Congress, whichever comes later, no later than 90 days after returning to House employment;
- e) in the case of any individual who becomes a Member, officer, detailee from another office of the Federal Government or employee of the House hired for the first time after October 1 of a calendar year, the requirement for completion will be deferred until the next calendar year as of the first date on which the program is available for the session, not later than 90 days after; or
- f) in the case of an intern (including an unpaid intern), or a participant in a fellowship program, hired for the first time after December 1 of a calendar year, training will be deferred in the calendar year hired and will begin in the next calendar year as of the first date on which the program is in operation for the session, not later than 30 days after.

3. Program of Training

- a) The only recognized training program that satisfies the requirements under H. Res. 480, 119th Congress, is the official provider(s) designated by the Committee.
- b) All training must be at least one hour in length and include:
 - i. information regarding workplace rights and responsibilities specific to the Congressional workplace, including information specific to employing offices, supervisors, and employees;
 - ii. as appropriate, elements discussed in the June 2016 Report of the Co-Chairs of the Select Task Force on the Study of Harassment in the Workplace of the U.S. Equal Employment Opportunity Commission, including risk factors for harassment;
 - iii. information regarding prevention of harassment, discrimination, and retaliation and options for reporting complaints, including complaints made by bystanders;
 - iv. an overview of the reporting process of the Office of Congressional Workplace Rights and the dispute resolution process;
 - v. information regarding proper responses to allegations of harassment, discrimination, and retaliation, including examples

- of situations including blatant and subtle forms of behavioral harassment, discrimination and retaliation;
 - vi. information regarding unconscious bias, including a definition of "unconscious bias;"
 - vii. information regarding workplace safety rights under the Occupational Safety and Health Act, and information on the House Office of the Attending Physician as a resource for guidance, information on the Federal Employee Paid Leave Act and issues of retaliation, interactive elements, including a question-and-answer component, and include the ability to ask questions;
 - viii. the opportunity for participants to provide feedback and evaluation of the training at its conclusion and to do so anonymously, if they wish; and
 - ix. a clear statement that all House employees whose location of employment is outside of the Washington, DC, area shall have equitable access to the resources and services provided under the Congressional Accountability Act and House Rules.
4. To satisfy the requirements of these regulations and to demonstrate completion of the required training, a digital certification of completion in the form and manner provided or specified by the Committee will be issued. On an individual, case- by- case basis, the Chairperson and the Ranking Member jointly may waive, upon the showing of special circumstances in a written request, the training and/or certification requirements of these regulations.
 5. The Chairperson of the Committee shall cause to be printed in the Congressional Record a report on compliance with the training required under H. Res. 480, 119th Congress, and such report shall be submitted for printing not more than 30 days after the end of each calendar year. For purposes of complying with this paragraph for the first session of the 119th Congress, the report shall be submitted by January 2026.
 6. The Committee shall annually review the effectiveness of the program of training based upon the feedback of the participants and in consultation with leading experts. The Committee may issue further regulations to improve the effectiveness of the program of training required under H. Res. 480, 119th Congress.

Chairman STEIL. Also without objection, the resolution shall be considered as read and open to amendment at any point.

Do any Members seek recognition?

The Committee will now consider the question on the resolution.

All those in favor, signify by saying aye.

All those opposed, no.

In the opinion of the chair, the ayes have it. The ayes have it, and the resolution is agreed to.

Without objection, a motion to reconsider is laid upon the table.

This concludes all matters before the Committee.

Without objection, the staff is authorized to make necessary technical and conforming changes.

If there is no further business, I thank the Members for their participation, and, without objection, the Committee on House Administration stands adjourned.

[Whereupon, at 2:03 p.m., the Committee was adjourned.]

