

115TH CONGRESS
1ST SESSION

S. RES. _____

Mandating anti-harassment training for Senators and officers, employees,
and interns of and detailees to the Senate.

IN THE SENATE OF THE UNITED STATES

Ms. KLOBUCHAR (for herself, Mr. GRASSLEY, Mrs. CAPITO, Ms. CORTEZ MASTO, Mr. SHELBY, Mrs. FEINSTEIN, Mr. McCONNELL, Mr. SCHUMER, Mr. COCHRAN, Mr. DURBIN, Mr. ALEXANDER, Mr. UDALL, Mr. ROBERTS, Mr. WARNER, Mr. BLUNT, Mr. LEAHY, Mr. CRUZ, Mr. KING, Mr. WICKER, and Mrs. FISCHER) submitted the following resolution; which was referred to the Committee on _____

RESOLUTION

Mandating anti-harassment training for Senators and officers, employees, and interns of and detailees to the Senate.

1 *Resolved,*

2 **SECTION 1. SHORT TITLE.**

3 This resolution may be cited as the “Senate Anti-
4 Harassment Training Resolution of 2017”.

5 **SEC. 2. DEFINITIONS.**

6 In this resolution—

1 (1) the term “covered office” means an office,
2 including a joint commission or joint committee, em-
3 ploying Senate employees;

4 (2) the term “covered position” means a posi-
5 tion as—

6 (A) a Senate employee that is not a posi-
7 tion as a Senate manager;

8 (B) an intern or fellow in a covered of-
9 fice—

10 (i) without regard to whether the in-
11 tern or fellow receives compensation; and

12 (ii) if the intern or fellow does receive
13 compensation, without regard to the source
14 of compensation; or

15 (C) a detailee in a covered office, without
16 regard to whether the service is on a reimburs-
17 able basis;

18 (3) the term “head of a covered office”
19 means—

20 (A) the Senator, officer, or Senate man-
21 ager having final authority to appoint, hire, dis-
22 charge, and set the terms, conditions, or privi-
23 leges of the employment of the Senate employ-
24 ees employed by a covered office; or

1 (B) in the case of a covered office that is
2 a joint committee or joint commission, the Sen-
3 ator from the majority party of the Senate
4 who—

5 (i) is a member of, or has authority
6 over, the committee or commission; and

7 (ii)(I) serves in the highest leadership
8 role in the committee or commission; or

9 (II) if there is no such leadership role
10 for a Senator on the committee or commis-
11 sion, is the most senior Senator on the
12 committee or commission;

13 (4) the term “officer” means an elected or ap-
14 pointed officer of the Senate;

15 (5) the term “Senate employee” means an em-
16 ployee whose pay is disbursed by the Secretary of
17 the Senate, without regard to the term of the ap-
18 pointment; and

19 (6) the term “Senate manager” means a Senate
20 employee empowered to effect a significant change in
21 the employment status of another Senate employee,
22 such as hiring, firing, failing to promote, reassign-
23 ment with significantly different responsibilities, or a
24 decision causing a change in benefits.

1 **SEC. 3. ANTI-HARASSMENT TRAINING.**

2 (a) SENATORS, OFFICERS, AND SENATE MAN-
3 AGERS.—Each head of a covered office and Senate man-
4 ager shall complete training that addresses the various
5 forms of workplace harassment, including sexual harass-
6 ment, and related intimidation and reprisal that are pro-
7 hibited under the Congressional Accountability Act of
8 1995 (2 U.S.C. 1301 et seq.) and their role in recognizing
9 and responding to harassment and harassment com-
10 plaints.

11 (b) OTHER SENATE STAFF.—Any individual serving
12 in a covered position shall complete training that address-
13 es the various forms of workplace harassment, including
14 sexual harassment, and related intimidation and reprisal
15 that are prohibited under the Congressional Accountability
16 Act of 1995 (2 U.S.C. 1301 et seq.).

17 (c) ENSURING ACCESS.—The head of a covered office
18 shall ensure that each individual serving in a covered posi-
19 tion or as a Senate manager in the covered office has ac-
20 cess to the training required under this section.

21 **SEC. 4. TIMING.**

22 (a) INITIAL TRAINING.—

23 (1) IN GENERAL.—The training required under
24 section 3 shall be completed—

25 (A) for an individual elected, appointed, or
26 assigned to a position as a Senator, officer, or

1 Senate manager or to a covered position after
2 the date of adoption of this resolution who was
3 not serving in the same covered office as a Sen-
4 ator, officer, or Senate manager or in a covered
5 position immediately before being so elected,
6 appointed, or assigned, not later than 60 days
7 after the date on which the individual assumes
8 the position; and

9 (B) except as provided in paragraph (2),
10 for an individual serving in a position as a Sen-
11 ator, officer, or Senate manager or in a covered
12 position on the date of adoption of this resolu-
13 tion, not later than 60 days after such date of
14 adoption.

15 (2) INDIVIDUALS RECEIVING RECENT TRAIN-
16 ING.—An individual serving as a Senator, officer, or
17 Senate manager or in a covered position on the date
18 of adoption of this resolution who completed training
19 that addresses the various forms of workplace har-
20 assment, including sexual harassment, and related
21 intimidation and reprisal that are prohibited under
22 the Congressional Accountability Act of 1995 (2
23 U.S.C. 1301 et seq.) during the period beginning on
24 the first day of the 115th Congress and ending on

1 such date of adoption shall be deemed to have com-
2 pleted training under paragraph (1)(B).

3 (b) PERIODIC TRAINING.—An individual serving in a
4 position as a Senator, officer, or Senate manager or in
5 a covered position shall complete the training required
6 under section 3 at least once during each Congress begin-
7 ning after the Congress during which the individual com-
8 pletes the initial training in accordance with subsection
9 (a).

10 **SEC. 5. CERTIFICATION.**

11 (a) IN GENERAL.—Not later than the last day of
12 each Congress, each covered office shall submit to the Sec-
13 retary of the Senate a certification indicating whether
14 each Senator, officer, and Senate manager serving in a
15 position in the covered office and each individual serving
16 in a covered position in the covered office has completed
17 the training requirements under this resolution during
18 that Congress.

19 (b) PUBLICATION.—Not later than 30 days after the
20 first day of each Congress, the Secretary of the Senate
21 shall publish each certification submitted to the Secretary
22 of the Senate under subsection (a) with respect to the pre-
23 vious Congress on the public website of the Secretary of
24 the Senate.

1 **SEC. 6. REGULATIONS OR GUIDANCE.**

2 The Committee on Rules and Administration of the
3 Senate is authorized to issue such regulations or guidance
4 as it may determine necessary to carry out this resolution.