

115TH CONGRESS  
1ST SESSION

# S. RES. 323

Requiring sexual harassment training for Members, officers, employees, interns, and fellows of the Senate and a periodic survey of the Senate.

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IN THE SENATE OF THE UNITED STATES

NOVEMBER 7, 2017

Mr. GRASSLEY (for himself, Mrs. FEINSTEIN, Ms. KLOBUCHAR, Mrs. ERNST, Mrs. GILLIBRAND, Mrs. CAPITO, Mr. JOHNSON, Ms. MURKOWSKI, and Mr. BOOKER) submitted the following resolution; which was referred to the Committee on Rules and Administration

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## RESOLUTION

Requiring sexual harassment training for Members, officers, employees, interns, and fellows of the Senate and a periodic survey of the Senate.

1        *Resolved,*

2        **SECTION 1. SHORT TITLE.**

3            This resolution may be cited as the “Senate Training  
4 on Prevention of Sexual Harassment Resolution” or the  
5 “STOP Sexual Harassment Resolution”.

6        **SEC. 2. DEFINITIONS.**

7            In this resolution—

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

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

6                 (A) a Member, officer, or employee of the  
7 Senate;

8                 (B) an intern or fellow serving in a posi-  
9 tion in a covered office—

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 serving in a position in a  
16 covered office, without regard to whether the  
17 service is on a reimbursable basis;

18           (3) the term “employee of the Senate” means  
19 an individual whose pay is disbursed by the Sec-  
20 retary of the Senate, without regard to the term of  
21 the appointment;

22           (4) the term “head of a covered office”  
23 means—

24                 (A) the Member, officer, or employee of  
25 the Senate having final authority to appoint,

1 hire, discharge, and set the terms, conditions,  
 2 or privileges of the employment of the employ-  
 3 ees of the Senate employed by a covered office;  
 4 or

5 (B) in the case of a joint committee or  
 6 joint commission, the Senator from the majority  
 7 party of the Senate who—

8 (i) is a member of, or has authority  
 9 over, the covered office; and

10 (ii)(I) serves in the highest leadership  
 11 role in the committee or commission; or

12 (II) if there is no such leadership role  
 13 for a Senator in the committee or commis-  
 14 sion, is the most senior Senator on the  
 15 committee or commission;

16 (5) the term “officer” means an elected or ap-  
 17 pointed officer of the Senate; and

18 (6) the term “sexual harassment” means har-  
 19 assment that constitutes discrimination because of  
 20 sex that is prohibited under section 201 of the Con-  
 21 gressional Accountability Act of 1995 (2 U.S.C.  
 22 1311).

23 **SEC. 3. SEXUAL HARASSMENT TRAINING.**

24 (a) IN GENERAL.—The Committee on Rules and Ad-  
 25 ministration of the Senate shall issue rules as expedi-

1 tiously as possible requiring each individual serving in a  
2 covered position to periodically complete sexual harass-  
3 ment training provided by the Office of Compliance or the  
4 Office of the Senate Chief Counsel for Employment.

5 (b) REQUIREMENTS.—The rules issued under sub-  
6 section (a) shall require that—

7 (1) an individual elected, appointed, or assigned  
8 to a covered position after the date on which the  
9 rules are issued who was not serving in a covered  
10 position immediately before being so elected, ap-  
11 pointed, or assigned shall complete training de-  
12 scribed in subsection (a) not later than 60 days after  
13 the date on which the individual assumes the posi-  
14 tion;

15 (2) an individual serving in a covered position  
16 on the date on which the rules are issued who has  
17 not previously completed training described in sub-  
18 section (a) shall complete such training not later  
19 than 60 days after the date on which the rules are  
20 issued;

21 (3) in addition to complying with paragraphs  
22 (1) and (2), each individual serving in a covered po-  
23 sition shall complete a course of training described  
24 in subsection (a) periodically, as specified by the

1 Committee on Rules and Administration of the Sen-  
2 ate; and

3 (4) the head of each covered office shall submit  
4 to the Committee on Rules and Administration of  
5 the Senate—

6 (A) a list of each individual serving in a  
7 covered position in the covered office on the  
8 date on which the rules are issued who pre-  
9 viously completed training described in sub-  
10 section (a);

11 (B) information regarding the completion  
12 of training described in subsection (a) after the  
13 date on which the rules are issued by an indi-  
14 vidual serving in a covered position in the cov-  
15 ered office; and

16 (C) notice of a failure by an individual  
17 serving in a covered position in the covered of-  
18 fice to comply with the rules.

19 (c) CONTENTS OF TRAINING.—It is the sense of the  
20 Senate that, for purposes of training conducted after the  
21 date on which the rules are issued under subsection (a),  
22 the sexual harassment training described in subsection (a)  
23 should be reviewed and updated to include—

24 (1) information and practical guidance regard-  
25 ing any applicable Federal laws concerning the pro-

1       hibition against and the prevention and correction of  
2       sexual harassment and the rights of victims of sex-  
3       ual harassment in employment;

4           (2) practical examples aimed at instructing su-  
5       pervisors in the prevention of harassment, discrimi-  
6       nation, and retaliation;

7           (3) presentations by individuals with knowledge  
8       and expertise in the prevention of harassment, dis-  
9       crimination, and retaliation;

10          (4) a discussion of the consequences for per-  
11       petrators of sexual harassment; and

12          (5) information regarding the prohibition under  
13       the Congressional Accountability Act of 1995 (2  
14       U.S.C. 1301 et seq.) against retaliation against wit-  
15       nesses to, or individuals who experience, sexual har-  
16       assment and who report the harassment.

17       (d) CONSULTATION.—It is the sense of the Senate  
18       that the Office of Compliance and the Office of the Senate  
19       Chief Counsel for Employment should, in implementing  
20       the training described in subsection (a) and making any  
21       updates to the training in accordance with subsection (c),  
22       consult with—

23           (1) entities having significant expertise in iden-  
24       tifying, preventing, and responding to sexual harass-  
25       ment; and

1           (2) sexual harassment victims or sexual harass-  
2           ment victim advocates.

3 **SEC. 4. PERIODIC SURVEY.**

4           During each Congress, the Sergeant at Arms and  
5 Doorkeeper of the Senate shall—

6           (1) in consultation with the Office of Compli-  
7           ance, the Senate Chief Counsel for Employment, and  
8           an entity having expertise in developing surveys,  
9           conduct an anonymous survey of Members, officers,  
10          and employees of the Senate relating to the preva-  
11          lence of sexual harassment in the Senate during the  
12          previous Congress, which shall include questions re-  
13          garding—

14                 (A) the experience of the respondent with  
15                 sexual harassment or related inappropriate be-  
16                 havior in the Senate; and

17                 (B) if the respondent experienced sexual  
18                 harassment or related inappropriate behavior  
19                 and did not initiate the process under title IV  
20                 of the Congressional Accountability Act of 1995  
21                 (2 U.S.C. 1401 et seq.), why the respondent  
22                 chose not to do so;

23           (2) submit only to the Chairman and Ranking  
24           Member of the Committee on Rules and Administra-  
25           tion, the Chairman and Ranking Member of the

1 Committee on the Judiciary, and the Chairman and  
2 Ranking Member of the Committee on Homeland  
3 Security and Governmental Affairs of the Senate a  
4 report on the results of the survey; and

5 (3) take all steps necessary to preserve the ano-  
6 nymity of survey respondents and protect the con-  
7 fidentiality of any data that is collected under this  
8 section.

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