



## OFFICE OF COMPLIANCE

United States Congress  
Room LA 200, John Adams Building  
110 Second Street, SE  
Washington, DC 20450-1999

# YOUR RIGHTS IN THE CONGRESSIONAL WORKPLACE

## PLEASE RETAIN FOR YOUR RECORDS

Official Notification—Pursuant to sec. 1381 (h)(1) & (2) of the  
Congressional Accountability Act

[www.compliance.gov](http://www.compliance.gov)

111<sup>TH</sup> CONGRESS (2011–12)



## FROM THE EXECUTIVE DIRECTOR OF THE OFFICE OF COMPLIANCE

**AS AN EMPLOYEE OF CONGRESS**, it is in your best interest to take a few minutes to become familiar with your workplace rights in the Legislative Branch in the event that you need to timely exercise those rights with the Office of Compliance (OOC). The OOC is a nonpartisan, independent agency of the United States Congress.

The Congressional Accountability Act of 1995 (CAA) provides you with the right to work in a workplace that is free from discrimination and harassment based on race, color, religion, sex, national origin, age, disability, and genetic information. Several other important rights including, but not limited to, family and medical leave, servicemember protections, veterans' employment opportunities, collective bargaining, safety, health, and access for people with disabilities—are also described in this notification. The CAA also prohibits retaliation, reprisal, or intimidation for exercising your rights. In some circumstances, applicants, former employees, and members of the public are also covered by the CAA.

If you have questions about your rights under the CAA, please contact the OOC and ask to speak to a counselor. Our counselors will answer your questions and inform you of the mandated legal process for asserting a workplace rights violation

claim. All counseling between you and the OOC is strictly confidential. The CAA imposes a strict 180-day time limit for filing a violation of workplace rights claim with the OOC. To preserve such a claim, you must timely file a formal request for counseling with the OOC. You may ultimately decide not to pursue your claim after counseling, but timely filing will preserve your claim while making that decision.

If counseling does not resolve your claim, you may proceed to confidential mediation at the OOC with your employer to try to reach a resolution. If mediation does not resolve your claim, you may pursue it further by filing a complaint with the OOC for a confidential hearing or you may file a civil suit in federal court.

Please call the OOC at (202) 724-9250 or visit our website at [www.compliance.gov](http://www.compliance.gov) to learn more about your rights and the dispute resolution process administered by the OOC.



Sincerely,

Tamara E. Chrisler  
Executive Director



# STAFF RIGHTS BRIBB YOUR

## IN THE CONGRESSIONAL WORKPLACE\*



The Congressional Accountability Act of 1995 (CAA) applies private sector and Executive Branch workplace rights, safety, health, and public access laws to Congress and its agencies and provides redress to Legislative Branch employees for violations of the CAA by employing offices. Please visit [www.compliance.gov](http://www.compliance.gov) for further information about the rights and protections provided to Congressional employees or contact the Office of Compliance at (202) 724-9250 and ask to speak to a counselor. All counseling is strictly confidential.

### **NO HARASSMENT OR DISCRIMINATION**

#### **Section 201 of the CAA**

Prohibits harassment and discrimination in personnel actions based on race, color, national origin, sex, religion, age, or disability.

### **FAMILY AND MEDICAL LEAVE**

#### **Section 202 of the CAA**

Provides rights and protections for employees taking or requesting leave for certain family and medical reasons.

### **FAIR LABOR STANDARDS**

#### **Section 203 of the CAA**

Requires the payment of minimum wage and overtime compensation to nonexempt employees, restricts child labor, and prohibits sex discrimination in wages.

### **POLYGRAPH TESTING PROTECTIONS**

#### **Section 204 of the CAA**

Except in certain circumstances, prohibits requiring or requesting that lie detector tests be taken; using, accepting, or inquiring about the results of a lie detector test; or firing or discriminating against an employee based on the results of a lie detector test or for refusing to take a test.

### **NOTIFICATION OF OFFICE CLOSING OR MASS LAYOFFS**

#### **Section 205 of the CAA**

Under certain circumstances, requires that employees be notified of an office closing or of a mass layoff at least sixty days in advance of the event.

### **UNIFORMED SERVICES RIGHTS AND PROTECTIONS**

#### **Section 206 of the CAA**

Protects employees who are performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights.

### **REPRISAL OR INTIMIDATION PROHIBITED FOR EXERCISING WORKPLACE RIGHTS**

#### **Section 207 of the CAA**

Prohibits employing offices from intimidating, retaliating, or discriminating against employees who exercise their rights as applied by the CAA.

### **ACCESS TO PUBLIC SERVICES AND ACCOMMODATIONS**

#### **Section 210 of the CAA**

Protects members of the public who are qualified individuals with disabilities from being denied access to public services, programs, activities, or places of public accommodation in Legislative Branch agencies.

### **HAZARD-FREE WORKSPACES**

#### **Section 215 of the CAA**

Requires that all workplaces be free of recognized hazards that might cause death or serious injury.

### **COLLECTIVE BARGAINING AND UNIONIZATION**

#### **Section 220 of the CAA**

Protects the rights of certain Legislative Branch employees to form, join, or assist a labor organization, or to refrain from such activity.

### **GENETIC INFORMATION NONDISCRIMINATION & PRIVACY**

#### **Genetic Information Nondiscrimination Act**

Prohibits the use of an employee's genetic information as a basis for discrimination in personnel actions.

### **VETERANS' EMPLOYMENT OPPORTUNITIES**

#### **Veterans' Employment Opportunities Act**

Gives certain veterans enhanced access to job opportunities and establishes a redress system for preference eligible veterans in the event that their veterans' preference rights are violated.

\*Certain provisions of the CAA do not apply to the Government Accountability Office and the Library of Congress; however, employees of those agencies may have similar legal rights under different statutory provisions and procedures.

