



YOUR RIGHTS IN THE CONGRESSIONAL WORKPLACE

As a legislative branch employee, you are protected by the Congressional Accountability Act of 1995 (CAA). To assert your rights under the CAA, you must file a Request for Counseling with the Office of Compliance (OOC) within 180 days of an alleged violation. Please visit www.compliance.gov for further information about the rights and protections provided to Congressional employees, or contact the OOC at (202) 724-9250 and ask to speak to a counselor. All counseling is strictly confidential.

CAA
Sec.
201

PROTECTION FROM UNLAWFUL DISCRIMINATION

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

CAA
Sec.
202

FAMILY AND MEDICAL LEAVE

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

CAA
Sec.
203

FAIR LABOR STANDARDS

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

CAA
Sec.
204

POLYGRAPH TESTING PROTECTIONS

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.

CAA
Sec.
205

NOTIFICATION OF OFFICE CLOSINGS AND MASS LAYOFFS

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.

CAA
Sec.
206

UNIFORMED SERVICES RIGHTS AND PROTECTIONS

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

CAA
Sec.
207

PROTECTION FROM REPRISAL OR INTIMIDATION FOR EXERCISING WORKPLACE RIGHTS

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

CAA
Sec.
210

ACCESS TO PUBLIC SERVICES AND ACCOMMODATIONS

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 the legislative branch.

CAA
Sec.
215

HAZARD-FREE WORKSPACES

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

CAA
Sec.
220

COLLECTIVE BARGAINING AND UNIONIZATION

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

Title II
GINA

GENETIC INFORMATION NONDISCRIMINATION AND PRIVACY

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

Sec.
4(c)
VEOA

VETERANS' EMPLOYMENT OPPORTUNITIES

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.



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