



e-Newsletter

Click on details about workplace rights, safety and health, and accessibility in the legislative branch:

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 claim within 180 days of an alleged violation. Please visit www.compliance.gov for further information about your rights, or contact the Office of Compliance (OOO) at (301) 734-9354. All contents are strictly confidential.

PROTECTION FROM UNFAIR DISCRIMINATION
Prohibit harassment and discrimination based on race, color, religion, sex, age, or disability. CAA SEC. 201

FAMILY & MEDICAL LEAVE
Provides rights and protections for employees taking or requesting leave for specified family and medical reasons. CAA SEC. 202

FAIR LABOR STANDARDS
Requires the payment of minimum wage and overtime compensation to covered employees, reserves child labor, and prohibits forced wage deductions. CAA SEC. 203

POLYGRAPH TESTING PROHIBITION
Based on certain circumstances, prohibits reporting or requesting that the determination of lying or dishonesty against an employee based on the results of a lie detector test or for refusing to take a test. CAA SEC. 204

NOTIFICATION OF OFFICE CLOSURES & WAGE LAYOFFS
Under certain circumstances, requires that employees be notified at an office closing or if a total layoff or wage rate change is effective at the event. CAA SEC. 205

UNIFORMED SERVICES RIGHTS & PROTECTIONS
Protects employees who are performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights. CAA SEC. 206

PROTECTION FOR EXERCISING WORKPLACE RIGHTS
Prohibits retaliation, discrimination, or discrimination against employees who exercise their rights under the CAA. CAA SEC. 207

COLLECTIVE BARGAINING & UNIONIZATION
Protects the right of certain legislative branch employees to form, join, or assist in labor organizations or to refrain from such activity. CAA SEC. 208

ACCESSIBILITY
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. 209

HAZARD-FREE WORKSPACES
Requires that all employees be free of recognized hazards that are likely to cause death or serious injury. CAA SEC. 210

GENETIC INFORMATION NONDISCRIMINATION & PRIVACY
Prohibits the use of genetic information on basis for personnel actions. Title 5 USA.

VETERANS EMPLOYMENT OPPORTUNITIES
Gives eligible veterans enhanced access to certain job opportunities and establishes a preference system in the event that there is a tie for preference rights on certain jobs. CAA SEC. 211

Certain provisions of the CAA do not apply to the OOO. Employees OOO employees have broader legal rights under 45 different workplace laws.

COMPLIANCE.GOV

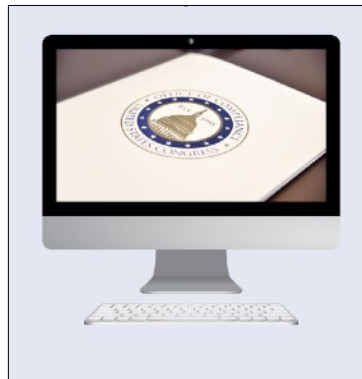
ANNUAL NOTIFICATION OF RIGHTS

WHAT EVERY OFFICE SHOULD KNOW ABOUT IMPLICIT BIAS

[Email](#) for info about the next training session



FAST FACTS:
LOCKOUT/ TAGOUT



REORGANIZED
RESOURCES
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COMPLIANCE @ WORK:
REASONABLE
ACCOMMODATION

