June 14, 2018

The Honorable Paul Ryan
Speaker
House of Representatives
H-232, United States Capitol
Washington, DC 20515

The Honorable Gregg Harper
Chairman
Committee on House Administration
1309 Longworth House Office Building
Washington, DC 20515

Dear Speaker Ryan and Chairman Harper:

We write to express concerns about the exclusion of guidance related to sexual orientation and gender identity within the Workplace Rights and Responsibilities education program attended by Members of Congress and staff in accordance with House Resolution 630.

Despite a stated objective of the training – to decrease harassment and discrimination – the program omits any discussion of discrimination in the workplace based on real or perceived sexual orientation or gender identity. We are especially concerned that the omission of content on this subject may be a deliberate decision rather than a simple oversight. Upon completing the training and inquiring about the issue, a Member was told that the program facilitators were directed to explicitly exclude guidance about discrimination based on sexual orientation or gender identity as part of the training.

Discrimination and harassment on the basis of sexual orientation or gender identity is prevalent in workplaces across the country and Congress is not immune from these harmful behaviors. The Equal Employment Opportunity Commission has ruled that discrimination based sexual orientation and gender identity is prohibited by law - a determination which has been supported by federal courts. It is critical to the well-being of congressional offices that Members and staff are made aware of their rights and responsibilities in this space, just as the training provides guidance pertaining to discrimination on the basis of race, religion, age, disability, and other qualifications.

While the stated goal of the training is laudable, comprehensive guidance on critical workplace safety issues requires a discussion of harassment and discrimination related to sexual orientation and gender identity. Any directive to exclude this content from the programming intentionally leaves congressional offices open to harmful workplace violations. Whether this decision was intentional or inadvertent, it is critical for the well-being of this institution and its employees that
the programming is amended to include a discussion of these issues. As Congressional offices shine a spotlight on the importance of workplaces free from harassment, I urge you to update the content of the training to fully incorporate guidance on these issues.

Sincerely,

Mark Pocan
Member of Congress

Ro Khanna
Member of Congress

Suzanne Bonamici
Member of Congress

Joseph P. Kennedy, III
Member of Congress

Charlie Crist
Member of Congress

Pramila Jayapal
Member of Congress

A. Donald McEachin
Member of Congress

Frank Pallone, Jr.
Member of Congress

Ted W. Lieu
Member of Congress

Salud O. Carbajal
Member of Congress
<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alan Lowenthal</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Niki Tsongas</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Bonnie Watson Coleman</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Derek Kilmer</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Mark Takano</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Mark DeSaulnier</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Juan Vargas</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Donald Norcross</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Raúl M. Grijalva</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Anthony G. Brown</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Darren Soto</td>
<td></td>
<td>Member of Congress</td>
</tr>
<tr>
<td>Katherine Clark</td>
<td></td>
<td>Member of Congress</td>
</tr>
</tbody>
</table>
Gwen S. Moore
Member of Congress

David N. Cicilline
Member of Congress

Madeleine Z. Bordallo
Member of Congress

Henry C. "Hank" Johnson, Jr.
Member of Congress

Elijah Cummings
Member of Congress

Chellie Pingree
Member of Congress

Jerrold Nadler
Member of Congress

Lucille Roybal-Allard
Member of Congress

Kathy Castor
Member of Congress

Michelle Lujan Grisham
Member of Congress

Elizabeth H. Esty
Member of Congress

Daniel W. Lipinski
Member of Congress

Cc: Democratic Leader Nancy Pelosi
House Administration Committee Ranking Member Robert Brady