

Congress of the United States
Washington, DC 20515

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.

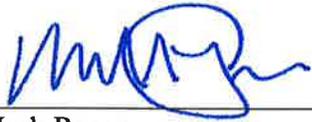
Despite a stated objective of the training – to decrease harassment and discrimination – the program omits any discussion of discrimination in the workplace based on real or perceived sexual orientation or gender identity. We are especially concerned that the omission of content on this subject may be 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 work places 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.

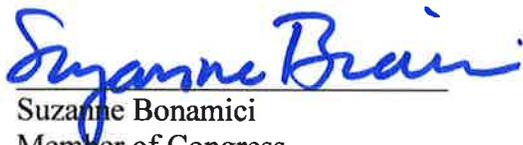
Sincerely,



Mark Pocan
Member of Congress



Ro Khanna
Member of Congress



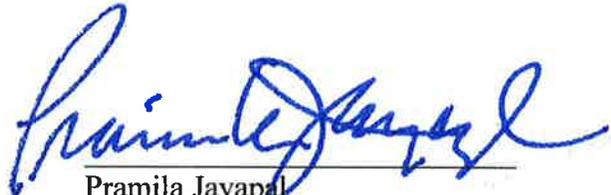
Suzanne Bonamici
Member of Congress



Joseph P. Kennedy, III
Member of Congress



Charlie Crist
Member of Congress



Pramila Jayapal
Member of Congress



A. Donald McEachin
Member of Congress



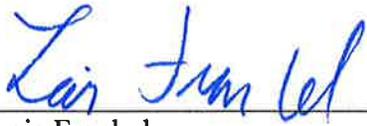
Frank Pallone, Jr.
Member of Congress



Ted W. Lieu
Member of Congress



Salud O. Carbajal
Member of Congress



Lois Frankel
Member of Congress



Joe Crowley
Member of Congress



Matt Cartwright
Member of Congress



Sean Patrick Maloney
Member of Congress



Eleanor Holmes Norton
Member of Congress



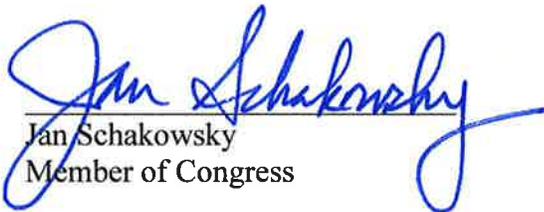
Dina Titus
Member of Congress



Mike Quigley
Member of Congress



Theodore E. Deutch
Member of Congress



Jan Schakowsky
Member of Congress



Peter Welch
Member of Congress



Barbara Lee
Member of Congress



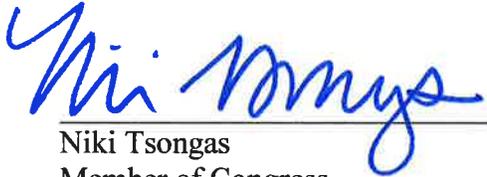
Adam Smith
Member of Congress



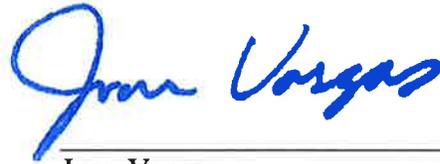
Alan Lowenthal
Member of Congress



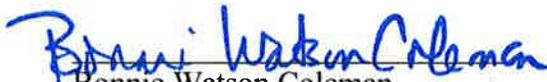
Mark DeSaulnier
Member of Congress



Niki Tsongas
Member of Congress



Juan Vargas
Member of Congress



Bonnie Watson Coleman
Member of Congress



Donald Norcross
Member of Congress



Derek Kilmer
Member of Congress



Raúl M. Grijalva
Member of Congress



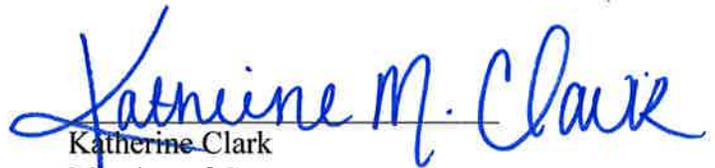
Mark Takano
Member of Congress



Anthony G. Brown
Member of Congress



Darren Soto
Member of Congress



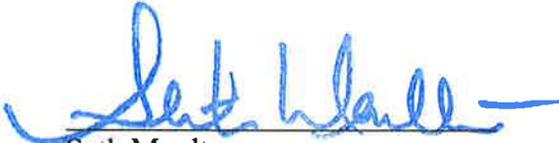
Katherine Clark
Member of Congress



André Carson
Member of Congress



Julia Brownley
Member of Congress



Seth Moulton
Member of Congress



Zoe Lofgren
Member of Congress



Jim Himes
Member of Congress



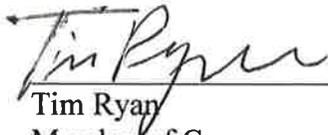
Bill Foster
Member of Congress



Brenda L. Lawrence
Member of Congress



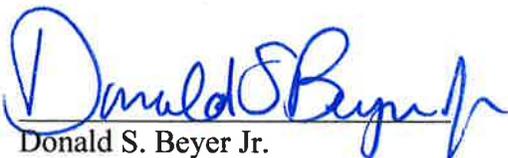
Robert C. "Bobby" Scott
Member of Congress



Tim Ryan
Member of Congress



Scott H. Peters
Member of Congress



Donald S. Beyer Jr.
Member of Congress



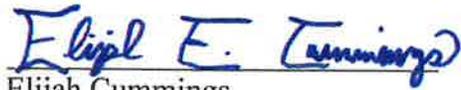
Earl Blumenauer
Member of Congress


Gwen S. Moore
Member of Congress

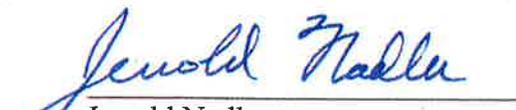

David N. Cicilline
Member of Congress


Madeleine Z. Bordallo
Member of Congress

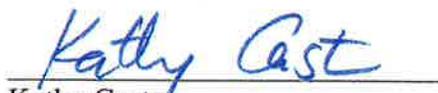

Henry C. "Hank" Johnson, Jr.
Member of Congress

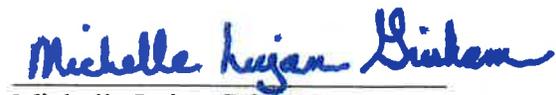

Elijah Cummings
Member of Congress

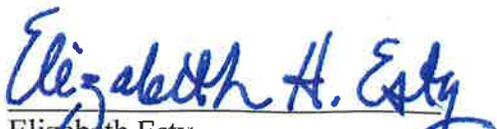

Chellie Pingree
Member of Congress


Jerrold Nadler
Member of Congress


Lucille Roybal-Allard
Member of Congress


Kathy Castor
Member of Congress


Michelle Lujan Grisham
Member of Congress


Elizabeth Esty
Member of Congress


Daniel W. Lipinski
Member of Congress

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