

|             |                 |               |
|-------------|-----------------|---------------|
| Lamborn     | Pearce          | Smith (NE)    |
| Lance       | Perry           | Smith (NJ)    |
| Latta       | Pittenger       | Smith (TX)    |
| Lewis (MN)  | Poe (TX)        | Smucker       |
| LoBiondo    | Poliquin        | Stefanik      |
| Loudermilk  | Ratcliffe       | Stewart       |
| Love        | Reed            | Taylor        |
| MacArthur   | Reichert        | Tenney        |
| Marchant    | Renacci         | Thompson (PA) |
| Marino      | Rice (SC)       | Thornberry    |
| Marshall    | Roby            | Tiberi        |
| Massie      | Roe (TN)        | Tipton        |
| Mast        | Rogers (AL)     | Trott         |
| McCarthy    | Rogers (KY)     | Turner        |
| McCaul      | Rohrabacher     | Upton         |
| McClintock  | Rokita          | Valadao       |
| McHenry     | Rooney, Francis | Walberg       |
| McKinley    | Rooney, Thomas  | Walden        |
| McMorris    | J.              | Walker        |
| Rodgers     | Ros-Lehtinen    | Walorski      |
| McSally     | Roskam          | Walters, Mimi |
| Meadows     | Ross            | Weber (TX)    |
| Meehan      | Rothfus         | Webster (FL)  |
| Messer      | Rouzer          | Wenstrup      |
| Mitchell    | Royce (CA)      | Westerman     |
| Moolenaar   | Russell         | Williams      |
| Mooney (WV) | Rutherford      | Wilson (SC)   |
| Mullin      | Sanford         | Wittman       |
| Newhouse    | Scalise         | Womack        |
| Noem        | Schwepker       | Woodall       |
| Norman      | Scott, Austin   | Yoder         |
| Nunes       | Sensenbrenner   | Yoho          |
| Olson       | Sessions        | Young (AK)    |
| Palazzo     | Shimkus         | Young (IA)    |
| Palmer      | Shuster         | Zeldin        |
| Paulsen     | Simpson         |               |

|           |                |             |
|-----------|----------------|-------------|
| Walz      | Waters, Maxine | Wilson (FL) |
| Wasserman | Watson Coleman | Yarmuth     |
| Schultz   | Welch          |             |

NOT VOTING—19

|                 |             |            |
|-----------------|-------------|------------|
| Bridenstine     | Kennedy     | Posey      |
| Butterfield     | Lewis (GA)  | Smith (MO) |
| Conyers         | Long        | Stivers    |
| Graves (MO)     | Lucas       | Suozi      |
| Hartzler        | Luetkemeyer | Wagner     |
| Herrera Beutler | Nadler      |            |
| Jayapal         | Pocan       |            |

□ 1421

So the resolution was agreed to.  
The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

**ANNOUNCEMENT BY THE SPEAKER PRO TEMPORE**

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the Chair will postpone further proceedings today on the motion to suspend the rules on which a recorded vote or the yeas and nays are ordered, or if the vote is objected to under clause 6 of rule XX.

Any record vote on the postponed question will be taken at a later time.

**REQUIRING COMPLETION OF TRAINING PROGRAM IN WORKPLACE RIGHTS AND RESPONSIBILITIES**

Mr. HARPER. Mr. Speaker, I move to suspend the rules and agree to the resolution (H. Res. 630) requiring each Member, officer, and employee of the House of Representatives to complete a program of training in workplace rights and responsibilities each session of each Congress, and for other purposes.

The Clerk read the title of the resolution.

The text of the resolution is as follows:

H. RES. 630

*Resolved,*  
**SECTION 1. MANDATORY COMPLETION OF PROGRAM OF TRAINING IN WORKPLACE RIGHTS AND RESPONSIBILITIES.**

(a) REQUIRING TRAINING FOR ALL MEMBERS, OFFICERS, AND EMPLOYEES.—

(1) REQUIREMENT.—Not later than 30 days after the date of the enactment of this resolution, the Committee on House Administration shall issue regulations to provide that, during each session of each Congress, each Member (including each Delegate or Resident Commissioner to the Congress), officer, and employee of the House of Representatives shall complete a program of training in the workplace rights and responsibilities applicable to offices and employees of the House under part A of title II of the Congressional Accountability Act of 1995 (2 U.S.C. 1301 et seq.), including anti-discrimination and anti-harassment training.

(2) INCLUSION OF INTERNS, FELLOWS, AND DETAILEES.—For purposes of this resolution, an individual serving in an office of the House of Representatives as an intern (including an unpaid intern), a participant in a fellowship program, or a detailee from another office of the Federal Government shall be considered an employee of the House.

(b) DEADLINE.—

(1) IN GENERAL.—Under the regulations issued by the Committee on House Administration under subsection (a), an individual shall complete the program of training required under subsection (a) and file a certificate of completion of such training not later than—

(A) in the case of an individual who is serving as a Member, officer, or employee of the House as of the first day of a session of Congress, not later than 90 days after the session begins; or

(B) in the case of any other individual, not later than 90 days after the individual first becomes a Member, officer, or employee of the House during the session.

(2) SPECIAL RULE FOR ONE HUNDRED FIFTEENTH CONGRESS.—In the case of the One Hundred Fifteenth Congress, an individual shall complete the program required under subsection (a) not later than 180 days after the second session of the Congress begins.

(c) ADDITIONAL MECHANISMS.—The Committee on House Administration shall consider additional mechanisms to ensure compliance with the training requirement under subsection (a).

**SEC. 2. STATEMENT OF RIGHTS AND PROTECTIONS PROVIDED TO HOUSE EMPLOYEES UNDER CONGRESSIONAL ACCOUNTABILITY ACT OF 1995.**

The Committee on House Administration shall issue regulations to provide that each employing office of the House of Representatives shall post in a prominent location in the office (including, in the case of the office of a Member of the House or a Delegate or Resident Commissioner to the Congress, a prominent location in each office in the Member's congressional district) a statement of the rights and protections provided to employees of the House of Representatives under the Congressional Accountability Act of 1995, including the procedures available to employees of the House under such Act for responding to and adjudicating allegations of violations of such rights and protections.

The SPEAKER pro tempore. Pursuant to the rule, the gentleman from Mississippi (Mr. HARPER) and the gentleman from Pennsylvania (Mr. BRADY) each will control 20 minutes.

The Chair recognizes the gentleman from Mississippi.

GENERAL LEAVE

Mr. HARPER. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days to revise and extend their remarks on H. Res. 630.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from Mississippi?

There was no objection.

Mr. HARPER. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise today in strong support of this House resolution. The resolution is one part of the Committee on House Administration's comprehensive review of the laws, procedures, and resources concerning workplace harassment in the House. A harassment-free policy and workplace is vital in creating that culture that will require everyone on Capitol Hill to work together effectively.

First and foremost, Mr. Speaker, there is no place for sexual harassment in our society, and especially in Congress—period. I believe as Members of Congress, we must hold ourselves to a higher standard, a standard that demonstrates we are worthy of the trust

NOES—186

|                 |                |               |
|-----------------|----------------|---------------|
| Adams           | Foster         | Moore         |
| Aguilar         | Frankel (FL)   | Moulton       |
| Barragan        | Fudge          | Murphy (FL)   |
| Bass            | Gabbard        | Napolitano    |
| Beatty          | Gallego        | Neal          |
| Bera            | Garamendi      | Nolan         |
| Beyer           | Gomez          | Norcross      |
| Bishop (GA)     | Gonzalez (TX)  | O'Halleran    |
| Blumenauer      | Gottheimer     | O'Rourke      |
| Blunt Rochester | Green, Al      | Pallone       |
| Bonamici        | Green, Gene    | Panetta       |
| Boyle, Brendan  | Grijalva       | Pascarell     |
| F.              | Gutiérrez      | Payne         |
| Brady (PA)      | Hanabusa       | Pelosi        |
| Brown (MD)      | Hastings       | Perlmutter    |
| Brownley (CA)   | Heck           | Peters        |
| Bustos          | Higgins (NY)   | Peterson      |
| Capuano         | Himes          | Pingree       |
| Carbajal        | Hoyer          | Polis         |
| Cárdenas        | Huffman        | Price (NC)    |
| Carson (IN)     | Jackson Lee    | Quigley       |
| Cartwright      | Jeffries       | Raskin        |
| Castor (FL)     | Johnson (GA)   | Rice (NY)     |
| Castro (TX)     | Johnson, E. B. | Richmond      |
| Chu, Judy       | Kaptur         | Rosen         |
| Cicilline       | Keating        | Roybal-Allard |
| Clark (MA)      | Kelly (IL)     | Ruiz          |
| Clarke (NY)     | Khanna         | Ruppersberger |
| Clay            | Kihuen         | Rush          |
| Cleaver         | Kildee         | Ryan (OH)     |
| Clyburn         | Kilmer         | Sánchez       |
| Cohen           | Kind           | Sarbanes      |
| Cannolly        | Krishnamoorthi | Schakowsky    |
| Cooper          | Kuster (NH)    | Schiff        |
| Correa          | Langevin       | Schneider     |
| Costa           | Larsen (WA)    | Schrader      |
| Courtney        | Larson (CT)    | Scott (VA)    |
| Crist           | Lawrence       | Scott, David  |
| Crowley         | Lawson (FL)    | Serrano       |
| Cuellar         | Lee            | Sewell (AL)   |
| Cummings        | Levin          | Shea-Porter   |
| Davis (CA)      | Lieu, Ted      | Sherman       |
| Davis, Danny    | Lipinski       | Sinema        |
| DeFazio         | Loebsock       | Sires         |
| DeGette         | Slaughter      | Slaught       |
| Delaney         | Lofgren        | Smith (WA)    |
| DeLauro         | Lowenthal      | Soto          |
| DelBene         | Lowe           | Speier        |
| Demings         | Lujan Grisham, | Swalwell (CA) |
| DeSaulnier      | M.             | Takano        |
| Deutch          | Luján, Ben Ray | Thompson (CA) |
| Dingell         | Lynch          | Thompson (MS) |
| Doggett         | Maloney,       | Titus         |
| Doyle, Michael  | Carolyn B.     | Tonko         |
| F.              | Maloney, Sean  | Torres        |
| Ellison         | Matsui         | Tsongas       |
| Engel           | McCollum       | Vargas        |
| Eshoo           | McEachin       | Veasey        |
| Espallat        | McGovern       | Vela          |
| Esty (CT)       | McNerney       | Velázquez     |
| Evans           | Meeks          | Visclosky     |
|                 | Meng           |               |

placed in us by our constituents and the American public.

There have been a number of accounts by current and former colleagues and staff that suggest not every office is achieving this goal. That is simply unacceptable.

This resolution will mandate that each Member, officer, employee, intern, and fellow of the House of Representatives is fully aware of the laws that apply to them and their right to a harassment-free workplace under the Congressional Accountability Act.

The Committee on House Administration recently held a hearing as its first step in its review. We heard from Members, House employment counsel, and the Office of Compliance. There was a broad consensus that mandatory training is a necessary step for the House to prevent and eliminate harassment in the workplace.

It is important to note, Mr. Speaker, that Republicans and Democrats have joined together to take this step, and I want to specifically thank Representative COMSTOCK and Representative SPEIER for their leadership on this issue.

The resolution requires training and education to ensure that each Member, officer, employee, intern—paid or unpaid—and fellow knows their obligations and rights. Further, the resolution requires that each congressional office post in a prominent place a notice describing the rights and protections provided to House employees under the Congressional Accountability Act. Both of these measures are regular order in the private workplace, and the House should do nothing less.

The American people have entrusted each of their Representatives with an enormous responsibility. Each Member is sent here to help make our country better. The first place we should start is in our own Chamber. Training on workplace rights and responsibilities will ensure that those who are victims of harassment can obtain justice and work in that harassment-free environment.

In Ronald Reagan's farewell address, he spoke of his vision of America as the shining city on the Hill, one built on rocks stronger than oceans, with everyone living in harmony and peace. We are not perfect and we never will be, but I believe in that vision.

This resolution can be one important step to protect the members of our Capitol Hill community and to demand that we have respect for each and every person here in this workplace.

The resolution sets an important requirement that each Member, officer, and employee, including interns and fellows, must undergo this mandatory training or education every year.

□ 1430

For the current Congress, everyone must complete this training within 180 days of the start of the second session of January 3. Following that, individuals will have to complete the training

within 90 days of the start of each session.

It is often said that the urgent gets in the way of the important on Capitol Hill. Not today. This is an important issue, and today we will vote to ensure that the entire House community receives the needed training on how to ensure a harassment-free workplace.

This harassment-free environment should be afforded to every single member of our community from that unpaid intern to the Speaker of the House. Awareness, education, and training is a first step in the prevention and elimination of sexual harassment, which has no place on Capitol Hill. I look forward to working with my colleagues to achieve this goal.

Mr. Speaker, I reserve the balance of my time.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise today in support of this resolution.

We would not be here today if it were not for the courage of my friend and colleague, the gentlewoman from California (Ms. SPEIER). All of us should be grateful for her leadership on this issue.

This resolution is the start, but it is just a start. We have to reform the Congressional Accountability Act, we have to modernize to fully fund the Office of Compliance, and there is much more to do.

I appreciate the effort of my chairman, Mr. HARPER, and the seriousness with which he has taken this issue and his commitment to bipartisan progress. The status quo cannot and will not be tolerated. Passing this resolution begins with the first step here.

Mr. Speaker, I yield 1 minute to the gentlewoman from California (Ms. PELOSI), who is our Democratic leader.

Ms. PELOSI. Mr. Speaker, I thank the gentleman from Pennsylvania (Mr. BRADY) for his leadership, and I thank Chairman HARPER for his as well. I thank them for bringing this legislation to the floor.

Here it is, November 29, 2017, an historic day in the history of the Congress, a watershed moment in our Congress' history because it is a day in which we will take the opportunity to make change. This body is taking a constructive first step to protect all Members of our legislative community from harassment and discrimination in the workplace. This vote is vital to upholding the integrity of the U.S. Congress.

We are grateful for the tremendous leadership of Congresswoman JACKIE SPEIER. I have observed her leadership on this subject for a very long time. She has a lifetime commitment to exposing and ending the scourge of sexual harassment. I thank her for that leadership.

I want to also acknowledge my own daughter, Christine Pelosi, who is the chair of the Women's Caucus of the California Democratic Party. She is a

former prosecutor in San Francisco and prosecuted these cases, and she has been a strong, strong advocate for protecting people in the workplace and has had some level of success with that.

So here we are at this watershed moment in the nationwide fight against sexual harassment and discrimination. Brave women in every corner of the country and in every industry are making their voices heard. As Members of Congress, we have a moral duty to show real, effective leadership to foster a climate of respect and dignity in the workplace, with absolutely zero tolerance for harassment, discrimination, or abuse. Anything less is unacceptable.

Requiring the Members and the staff to take training, while valuable—and we must have it—must be only a first step. We must make sure that that training is very effective as well. But the next step for Congress to take is to pass the ME TOO Congress Act, introduced by Congresswoman SPEIER, to create greater transparency and accountability in the broken reporting and settlements system.

Taxpayer money should not have been spent to build a culture of silence and complicity around workplace harassment. We must make a judgment about how that was used. This bill, the ME TOO Congress Act, will reform the shameful secret settlements policy that has persisted. It will ensure that survivors who wish to share their stories publicly can come forward, and they can come forward to the Ethics Committee.

We want to create a culture that says to everyone who comes to work here: This will be hospitable for you. We want it to be a culture that is a model to the Nation.

In addition to that, Mr. Speaker, this moment is a moment of truth for Congress. It is disappointing and disturbing that some in the Capitol have not served with the dignity and respect required of this office. It is very hard to accept that people we admire in public life and here in Congress have crossed the line and broken the public trust and violated the dignity and respect of those who have worked for or with them.

But zero tolerance means consequences for everyone. No matter your contribution to our country, you do not get a pass to harass or discriminate. No matter how great the legacy, it is not a license to harass or abuse.

To the victims of harassment and abuse: We hear you, and we believe you. We are here for you.

Where there is harassment, women and men must have support to come forward. We have a duty, again, to address their concerns and provide them needed resources.

We don't want to lose the leadership or service of any patriot who comes to work in or around Congress. We cannot let harassment or discrimination destroy their safety or drive them out of public office. We cannot tell young

women or men who aspire to serve in this historic body that they must put up with harassment and abuse.

Mr. Speaker, I want to just close by again thanking Congresswoman JACKIE SPEIER for her leadership and thanking Chairman HARPER, Mr. BRADY, and all who are concerned.

It is utterly unconscionable that courageous survivors who seek to end the nightmare of sexual harassment are also dealt the injustice of having their voices silenced. During this watershed moment, we must seize the moment and take real, lasting action. The eyes of the country are on us. We cannot fail them or any prospective victims.

I thank all of those who have brought this to the floor: Congresswoman COMSTOCK, Mr. HARPER, Mr. BRADY, and Congresswoman SPEIER.

Mr. Speaker, I urge a strong, unanimous vote on this resolution.

Mr. HARPER. Mr. Speaker, I yield 1 minute to the gentleman from Illinois (Mr. RODNEY DAVIS), who is the vice chairman of the Committee on House Administration.

Mr. RODNEY DAVIS of Illinois. Mr. Speaker, today I rise in support of this resolution requiring all Members and staff to complete antiharassment and antidiscrimination training during each session of Congress.

I would like to thank Chairman HARPER. I would like to thank Speaker RYAN for announcing this policy change in the House. I would like to thank my friend and colleague on the House Administration Committee, BARBARA COMSTOCK, for introducing this important bill.

No one should have to worry about sexual harassment when they come to work. As a former staffer and someone with a female-led office, I believe this resolution is an important first step in addressing this problem as we work to increase professionalism in the House and establish a workplace that is grounded in respect.

In Congress, we have got to lead by example.

As a member of the House Administration Committee, we worked hard to pass reforms last Congress to make House office spending more transparent and accountable than any other area of the Federal Government, and I am confident in this committee's ability to address, in a bipartisan way, this important issue as well.

I look forward to the continued hearings the committee will have on this issue as we work to institute policies that protect staffers against sexual harassment and ensure female staffers are provided leadership opportunities.

Mr. Speaker, I urge all of my colleagues on both sides of the aisle to support this resolution.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 2 minutes to the gentleman from Maryland (Mr. RASKIN).

Mr. RASKIN. Mr. Speaker, I thank the ranking member of the House Administration Committee for yielding and for his leadership. I also want to

salute Ms. SPEIER and Chairman HARPER for their work, too.

I rise in strong support of H. Res. 630, which requires all Members, staffers, and interns to undergo annual antiharassment and antidiscrimination training to impress upon all of us our individual responsibilities and rights as they relate to sexual harassment.

It would also require the posting of a statement in all of our Hill offices, and also in our district offices, setting forth what the rights and protections are of our employees so they know. This is how we got rid of minimum wage violations and violations of overtime protections in America, and this is how we will eliminate sexual harassment here on Capitol Hill.

From coast to coast, America is in an uproar over sexual harassment and sexual assault in the workplace. From Capitol Hill to the White House, from the offices of FOX News in New York to the studios of Hollywood, from Washington to Alabama, high officials and media luminaries are learning that sexual harassment really is against the law and that it is a terrible offense against people lower down the hierarchy in the workplace who are just trying to do their jobs, make a living, support their families, and develop their careers. This is America, and they have a right to equal opportunity without being harassed, grabbed, imposed upon, and threatened in the workplace.

As the people's Representatives, we have an obligation to lead not just by legislation, but by example. We must have comprehensive training for everyone who has the honor of coming to work here in the House of Representatives.

The good news is that a paradigm shift is taking place in America. Women everywhere are bravely speaking out against conduct that prior generations were forced to accept as business as usual. It will no longer be safe—and it should no longer be safe—for men to sexually harass women in the workplace.

We have experienced dramatic cultural shifts like this before in America and in Congress. For many decades, Members of Congress could convert money from their campaign funds to personal use. Then we got rid of it, and then it became unthinkable.

Similarly, there was a time when lobbyists could wine and dine legislators. We got rid of it and we moved beyond it. I am glad we are moving into an era of the harassment-free workplace on Capitol Hill.

Mr. HARPER. Mr. Speaker, I yield 3 minutes to the gentlewoman from Indiana (Mrs. BROOKS), who is the distinguished chair of the Committee on Ethics.

Mrs. BROOKS of Indiana. Mr. Speaker, I rise today in strong support of H. Res. 630, introduced by my colleague BARBARA COMSTOCK, which mandates antiharassment and antidiscrimination education for all Members of Congress

and their staff during each session of Congress.

I commend my colleagues, Representative COMSTOCK and Representative SPEIER, who have worked on this bipartisan resolution together. Both know this issue too well from the Member and the staff level. Both have seen firsthand how our current process has failed to protect many who devote their lives to working on behalf of the American people in the House of Representatives.

The resolution they have introduced is an important and appropriate first step to educating Members and staff on inappropriate workplace actions and how to report such conduct. It is absolutely unacceptable to be subjected to harassment or discrimination of any kind wherever you are or wherever you work.

Importantly, this resolution requires all who work for the House of Representatives, from Members of Congress to staff, detailees, fellows, and interns, whether paid or unpaid, to be educated on their rights in the workplace and where they can safely and confidentially go to report instances of misconduct.

Mr. Speaker, as chair of the House Ethics Committee, I can assure you the committee takes allegations of discrimination and harassment very seriously. Under House rule X, the House Ethics Committee is authorized to enforce standards of conduct for Members, officers, and employees. The committee is authorized to investigate alleged violations of any law, rule, or regulation and to make recommendations to the House for further action.

The committee has sole jurisdiction over the interpretation of our Code of Official Conduct. In order for the Ethics Committee to fulfill its obligation to investigate and potentially discipline Members and staff, the committee must be given information on potential bad actors.

The Congressional Accountability Act was enacted over 20 years ago, in 1995, and it needs to be reevaluated. It established the Office of Compliance as the agency responsible to administer and enforce the civil rights, labor, and workplace safety and health laws of the CAA.

There may be elements of the CAA that are working well today, but silencing victims and potentially spending taxpayer dollars to settle claims needs to be reevaluated. It is time for Congress to take action to reform a process that is not working as well as it should and to ensure that we have legislation that protects victims while also ensuring due process for the accused.

While there is much more work to be done, I applaud the action my colleagues have taken by introducing this important education resolution. I am committed to continuing to work with the House Administration Committee, as well as my colleagues in the House, to improve the workplace called the

people's House and the conduct of those who work in it.

In supporting this resolution today, I believe we are one step closer to expressing to the Nation that sexual harassment is wrong and must be prevented and stopped. Mr. Speaker, I urge a unanimous vote by my colleagues in the House.

□ 1445

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 4 minutes to the gentlewoman from California (Ms. SPEIER). Again, I thank her for her courage.

Ms. SPEIER. Mr. Speaker, I thank our ranking member, Mr. BRADY, for his steadfast support on this issue; the chairman, Mr. HARPER, who has moved swiftly to address this issue; and also my colleague, Congresswoman COMSTOCK, for bringing this resolution to the floor.

Mr. Speaker, I have been working on this issue since 2014. I am so delighted that we are here today taking up this measure. As we take this up, I hope that we remember that training must be more than an online module. It must be in person, interactive, specific to congressional workplace issues, and taken seriously.

Today's bill is an important step in the right direction, but let's not fool ourselves. It is a baby step. Let us not, to paraphrase Shakespeare, tread the primrose path while leaving survivors to struggle the steep and thorny way to justice.

We are in the midst of a cultural revolution. We are elected Representatives of the American people, and we must not hesitate to do what is needed to fix this broken system.

Seventy percent of those who are sexually harassed never report it. They never report it. One woman came up to me as I was walking the Halls of Congress to thank me. She said that she was on this very floor working late in the evening on a particular bill. A Member came up behind her, grinding up against her, and then stuck his tongue in her ear. That happened on this floor, with Members probably standing around. So we do have a problem, and we must address it.

Unfortunately, due to the system Congress has created to protect itself from being exposed, there has been no accountability. It is now clear that this misguided attempt to protect the institution is instead harming it and leaving victims in its wake.

We work in a very special place, a trusted place, but let me be very clear: we are not special. The outcry for accountability that we are hearing from all corners of the country must be heeded. We are seeing titans of entertainment, news, and every other business be swiftly terminated. Yet, here in Congress, we hide behind due process niceties when, in reality, we have constructed a system that shields us from true accountability.

Did Harvey Weinstein or Matt Lauer receive months of due process before being terminated?

When do we simply believe the victims and provide them a fair and safe process to report and get justice? Then we have got to decide: Is one occurrence worthy of expulsion? Two? Three?

These are thorny issues. We don't like to come down on our friends and colleagues. I get that. But don't we have a moral responsibility to victims, to society at large?

When the CEO of a major company is fired because of sexual harassment, the board of directors doesn't say: Let's wait until the shareholders can meet and decide.

Well, colleagues, our board of directors are the American people, and they are loud and clear. They do not want us to hide behind opaque decisions by the House Administration or Ethics Committees. They do not want to pay for our inability to keep our hands to ourselves. They want accountability and transparency, and they want it now.

I urge my colleagues to support this bill, but to also join me in taking Congress from a cruel and disgusting joke to a leader in workplace fairness. I know we can do better than this. The American people know we can do better than this. We must rise to the challenge.

Mr. HARPER. Mr. Speaker, I yield 2 minutes to the gentleman from Maine (Mr. POLIQUIN), a distinguished member of the Committee on Financial Services.

Mr. POLIQUIN. Mr. Speaker, I thank Mr. HARPER for the opportunity to speak on this very important issue.

Mr. Speaker, I congratulate JACKIE SPEIER, a Democrat from California, and BARBARA COMSTOCK, a Republican from Virginia, for providing leadership on this issue. I am delighted to join them.

Mr. Speaker, there can be absolutely zero tolerance for sexual harassment, bullying, and intimidation in the workplace. I don't care if you are a professional athlete, in the media business, in the entertainment business, or certainly in the people's House here in Congress, there can be zero tolerance for this sort of behavior.

It is about time, Mr. Speaker, that the legislative branch join the executive branch in making sure there is mandatory training to try to prevent this from happening and end it right now. I salute Congresswoman SPEIER and Congresswoman COMSTOCK for their leadership.

Mr. Speaker, my only child is a millennial. The last thing I want to worry about is my son going to work and being intimidated or harassed such that he can't do his work.

My mother, who is now 89, had a terrific career in the healthcare business. She was a nurse. She could not have had a career in nursing had she showed up at hospitals and nursing homes being scared about a work environment.

Finding and preventing sexual harassment, intimidation, and bullying

wherever it is is a no-brainer for Members of Congress. I am asking, Mr. Speaker, everybody in this Chamber, whether Republican or Democrat—and, yes, on the other side of the dome in the Senate, also—to please, let's pass this resolution, starting in the House. It is a first step to change the internal rules to eliminate this anywhere on Capitol Hill.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 2 minutes to the gentleman from New York (Mr. CROWLEY).

Mr. CROWLEY. Mr. Speaker, I thank my friend for yielding.

Mr. Speaker, I rise in support of this resolution. I am grateful to all the women who have come forward with their own story of sexual harassment and to my own colleagues in Congress who have shared their own very, very personal stories. Thanks to their courage and strength, it has become clear how pervasive this problem truly is across our Nation. That must stop. Today starts the beginning of much-needed change.

Sexual harassment and assault comes in many forms, but none of it has a place here in Congress or in any other work environment, period. Stop. That is especially true here in the Halls of Congress. We must not set the gold standard. We must set the platinum standard. We must be that beacon on the hill. That is why we must pass this resolution.

This is an important first step in our national conversation to change our culture of harassment, but this is not and cannot be the last stop. We must reform the entire reporting system here in Congress. We must make sure victims are heard and are cared for. We must shine light on the settlement process.

Then we must work to ensure that, from Congress to Hollywood, to media and to every kitchen table across our great Nation, men and women know that when they go to work, they will be treated with respect, especially here in the Halls of Congress.

It will take time and commitment to make that meaningful change, and I stand ready to help fulfill that commitment with this important, yet vital, first step.

Mr. HARPER. Mr. Speaker, I yield 4 minutes to the gentlewoman from Virginia (Mrs. COMSTOCK), who is also a distinguished member of the Committee on House Administration.

Mrs. COMSTOCK. Mr. Speaker, I thank the chairman for his leadership on this important issue.

Mr. Speaker, I rise in support of H. Res. 630, my legislation to begin to deal with the sexual harassment issue.

Thirty years ago, in 1988, a 34-year-old legislative aide named Dorena Bertussi faced a very lonely fight when she decided to stand up to a powerful Congressman, Jim Bates from California, who repeatedly sexually harassed her and others in his office with questions, comments, and actions such as asking her what type of sex she

liked and saying different things that he would imagine. He talked about her breasts. He humped her leg in front of the staff and said vulgar things that are really too unpleasant to talk about in this body.

Dorena didn't get a lot of press attention or some of the support that victims get today. She got little support from this body. She went on her journey alone. She received nasty phone calls and even threats. She was warned they would release damaging information about her.

Fortunately, she prevailed. Men and women in the workplace should know her name and know she was the first woman to win a sexual harassment case against a Member of Congress.

Let's remember, as we see all these headlines about men leaving their jobs and things going on, behind all of them are women who are victims like Dorena. There is a lot of pain in dealing with such a situation. In speaking with her recently, I could hear that pain even 30 years later.

As a mom, former intern here in this body, former congressional staffer and counsel, and a Justice Department employee, I do believe this is a watershed moment.

I have a female chief of staff. I have a female district director. But we also need to have men and women involved in this process. I am so happy with the men who are coming forward, because this is a workplace issue, a human rights issue, and an issue that addresses all of us and our daughters and sons in the workplace.

When I was working in Congress in the nineties for Congressman Wolf, just a few years after Dorena, there were Members like "Good Time" Charlie Wilson, who openly bragged about hiring staff based on their looks and breast size, famously saying: You can teach them to type, but you can't teach them to grow breasts. He used a more vulgar term.

At the same time, Senator Bob Packwood—and this is a bipartisan problem—assaulted over a dozen women. He kept a diary of his debauchery that had been ignored for years.

It wasn't acceptable then, and it certainly shouldn't be acceptable now. Yet we have stories of Members still in this body today that my colleague, Ms. SPEIER, and other victims are bringing forward. I told one such story, and I am pleased that Members have responded to say there is no place for that type of sexual action in this body.

This legislation promotes the essential principles of accountability and personal responsibility. It is bipartisan legislation because bad behavior transcends party labels. Men and women—all of us—are coming together. You are seeing this beyond this body. Obviously, it was in the corporate world just today.

This resolution sends the message, as Peggy Noonan wrote in *The Wall Street Journal*: "The Sexual-Harassment Racket Is Over." I include in the RECORD her op-ed from this past week.

[From the *Wall Street Journal*, Nov. 23, 2017]

#### THE SEXUAL-HARASSMENT RACKET IS OVER

(By Peggy Noonan)

This Thanksgiving I find myself thankful for something that is roiling our country. I am glad at what has happened with the recent, much-discussed and continuing sexual-harassment revelations and responses. To repeat the obvious, it is a watershed event, which is something you can lose sight of when you're in the middle of it. To repeat the obvious again, journalists broke the back of the scandal when they broke the code on how to report it. For a quarter century we had been stuck in the He Said/She Said. Anita Hill and Clarence Thomas gave their testimonies, each offered witnesses, and the fair minded did their best with the evidence at hand while sorting through all the swirling political agendas. In the end I believed Mr. Thomas. But nobody knows, or rather only two people do.

What happened during the past two years, and very much in the past few months, is that reporters and news organizations committed serious resources to unearthing numbers and patterns. Deep reporting found not one or two victims of an abuser but, in one case, that of Bill Cosby, at least 35. So that was the numbers. The testimony of the women who went on the record, named and unnamed, revealed patterns: the open bathrobe, the running shower, the "Let's change our meeting from the restaurant to my room/your apartment/my guesthouse." Once you, as a fair-minded reader, saw the numbers and patterns, and once you saw them in a lengthy, judicious, careful narrative, you knew who was telling the truth. You knew what was true. Knowing was appalling and sometimes shocking, but it also came as a kind of relief.

Once predators, who are almost always repeat offenders, understood the new way of reporting such stories, they understood something else: They weren't going to get away with it anymore. They'd never known that. And they were going to pay a price, probably in their careers. They'd never known that, either.

Some great journalism, some great writing and thinking, has come of this moment. Ronan Farrow's *New Yorker* pieces have been credible and gutsy on all levels. Masha Gessen's piece in the same magazine last week warned of moral panic, of a blurring of the lines between different behaviors and a confusion as to the boundaries between normal, messy human actions and heinous ones. Rebecca Traister of *New York* magazine has argued that it is a mistake to focus now on the question of punishments, that maybe the helpful thing is to focus on what's going on in our society that predators think they can get away with this.

Caitlin Flanagan in the *Atlantic* wrote the most important political piece in "Bill Clinton: A Reckoning." What is striking about this moment, she argued, is not the number of women who've come forward with serious allegations. "What's remarkable is that these women are being believed." Most didn't have police reports or witnesses, and many were speaking of things that had happened years ago. "We have finally come to some kind of national consensus about the workplace; it naturally fosters a level of romance and flirtation, but the line between those impulses and the sexual predation of a boss is clear."

What had impeded the ability of victims to be believed in the past? The Bill Clinton experience. He was "very credibly" accused, as Ms. Flanagan wrote, of sex crimes at different points throughout the 1990s—Juanita Broaddrick said he violently raped her; Paula Jones said he exposed himself to her;

Kathleen Willey said she went to him for advice and that he groped and assaulted her. These women "had far more credible evidence" than many recent accusers. "But Clinton was not left to the swift and pitiless justice that today's accused men have experienced." He was rescued instead by "a surprising force: machine feminism."

That movement had by the '90s devolved into a "partisan operation." Gloria Steinem in March 1998 wrote a famous *New York Times* op-ed that, in Ms. Flanagan's words, "slut-shamed, victim-blamed, and age-shamed" the victims and "urged compassion for and gratitude to the man the women accused." This revealed contemporary feminism as "a weaponized auxiliary of the Democratic Party." Ms. Steinem characterized the assaults as "passes," writing: "Even if the allegations are true, the President is not guilty of sexual harassment."

Ms. Steinem operated with the same logic as the skeeviest apologist for Roy Moore: Don't credit any charges. Gotta stick with our team.

Ms. Flanagan: "The widespread liberal response to the sex-crime accusations against Bill Clinton found their natural consequence 20 years later in the behavior of Harvey Weinstein: Stay loudly and publicly and extravagantly on the side of signal leftist causes and you can do what you want in the privacy of your offices and hotel rooms."

The article called for a Democratic Party "reckoning" on the way it protected Bill Clinton.

It was a great piece.

I close with three thoughts.

The first springs from an observation Tucker Carlson made on his show about 10 days ago. He marveled, briefly, at this oddity: Most of the accused were famous media personalities, influential journalists, entertainers. He noted that all these people one way or another make their living in front of a camera.

It stayed with me. What is it about men and modern fame that makes them think they can take whatever they want when they want it, and they'll always get away with it, even as word, each year, spreads. Watch out for that guy.

Second, if the harassment is, as it seems to me, weirder and more over the top now than, say, 40 years ago, why might that be?

Third, a hard and deep question put quickly: An aging Catholic priest suggested to a friend that all this was inevitable. "Contraception degenerates men," he said, as does abortion. Once you separate sex from its seriousness, once you separate it from its life-changing, life-giving potential, men will come to see it as just another want, a desire like any other. Once they think that, then they'll see sexual violations as less serious, less charged, less full of weight. They'll be more able to rationalize. It's only petty theft, a pack of chewing gum on the counter, and I took it.

In time this will seem true not only to men, but to women.

This is part of the reason I'm thankful for what I'm seeing. I experience it, even if most women don't, or don't consciously, as a form of saying no, this is important. It is serious.

Mrs. COMSTOCK. She noted the patterns of the various infamous predators of late and how their victims were now coming forward. These are the same kind of victims that we see in human trafficking or child abuse.

She writes: "Once predators, who are almost always repeat offenders, understood the new way of reporting such stories, they understood something else: They weren't going to get away

with it anymore. They'd never known that. And they were going to pay a price, probably in their careers. They'd never known that, either.'

Sexual predators—and we need to understand the predator behavior—has no place in this body.

Today's education effort is just the first step. In the weeks going forward, we need to revise our process.

The SPEAKER pro tempore (Mr. BOST). The time of the gentlewoman has expired.

Mr. HARPER. Mr. Speaker, I yield an additional 30 seconds to the gentlewoman.

Mrs. COMSTOCK. In the weeks going forward, we need to revise the process to make it easier for women to come forward and provide them an advocate, ombudsman, or counsel, as Dorena recommended; we need to have a prohibition on any kind of Member-staff relationships with subordinates; no taxpayer funding for settlements of sexual harassment by Members of Congress; and transparency and accountability about who the harassers are.

Mr. Speaker, I also thank the business community for their support.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 2 minutes to the gentlewoman from California (Ms. LOFGREN), a valued member of our committee.

Ms. LOFGREN. Mr. Speaker, for us women who have been victims of assault or harassment, this is a very serious, serious matter. I intend to vote for this bill today. But, as has been mentioned, it is just a first step. We know on the House Administration Committee that we are going to have to dig in and make sure that the training that is referred to in this bill is a lot better than what we have right now. It is deficient.

I would like to say also that the process that we have for victims to come forward is an embarrassment. It needs to be refined, reviewed, and fixed from the point of view of the victim.

□ 1500

Here in America, every day we open our news feed and we see someone else who has been fired because of engaging in sexual harassment misconduct. It is part of, really, a component of devaluing women. That is what this is about.

I heard my colleague from the House Administration Committee mention the columnist who said that the sexual harassment racket is over. I am afraid it isn't. Not yet. But it is our obligation to make sure that it does end.

We are the House of Representatives. It should be expected of us that we take the lead, that we set the standard for how women can be valued in the workplace. I think this first step is valuable, but if we had to walk a mile, this is a foot.

I am happy to support this measure, but I am looking forward to working with Mr. BRADY, who has been such a leader, and the committee. We have had a bipartisan effort with the chair-

man of the committee. We have got a lot of work to do, and I look forward to doing it.

Mr. HARPER. Mr. Speaker, may I ask how much time I have left?

The SPEAKER pro tempore. The gentleman from Mississippi has 5 minutes remaining, and the gentleman from Pennsylvania has 8 minutes remaining.

Mr. HARPER. Mr. Speaker, I yield 1 minute to the gentleman from New Jersey (Mr. LANCE). He is a distinguished member of the Committee on Energy and Commerce.

Mr. LANCE. Mr. Speaker, I rise as well as a member of the House Ethics Committee to assure the public that the House Ethics Committee takes these matters very seriously. I rise in strong support of H. Res. 630, and I hope that it passes unanimously today. I commend BARBARA COMSTOCK and JACKIE SPEIER for their tremendous work in this area.

Congress should be leading on this issue, helping to foster a workplace environment free of sexual harassment, discrimination, and other terrible behavior. Congress must ensure an atmosphere where those who serve their country here feel protected, supported, and believed, particularly young people who come here with such idealism, no matter the power of the offender. I take these matters seriously, as should every Member of Congress.

The reports that taxpayer funds have been used for settlements related to harassment by Members of Congress are rightfully infuriating to the American people and to me personally. We need transparency and accountability and to end any sexual harassment settlements paid by taxpayers.

Today's action ensures that thousands of House employees know their rights and the services offered to victims. I strongly urge a "yes" vote.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 2 minutes to the gentlewoman from Washington, D.C. (Ms. NORTON).

Ms. NORTON. Mr. Speaker, I want to thank the chair and ranking member of the committee for bringing this bill forward at a time of national crisis in the workplace on sexual harassment.

When I chaired the Equal Employment Opportunity Commission, which was 15 years after the statute had been passed, sexual harassment had not even been defined as a form of workplace discrimination. We held hearings and so defined it, and the Supreme Court thereafter affirmed the EEOC guidelines.

Congress, nevertheless, exempted itself until 30 years later when in 1995—prompted by a controversy involving Members of the Congress—brought Congress under 13 major civil rights and labor laws. But mysteriously—and I still can't understand why—Congress exempted itself from the easiest provision, the provision we bring forward today for posting and training. I will never understand that failure, but we are trying to move forward today.

There are other needed provisions, and I have introduced a bill to bring the comprehensive provisions that we now require of the legislative branch or the private sector forward, and I thank the Committee on House Administration for continuing to work on these issues, too.

Congress failed in 1964. Congress failed again in 1995. Now, in 2017, it is impossible to justify exempting congressional offices and Members of Congress from the comprehensive provisions Congress now requires of private employers and Federal agencies. We will never be respected until we are brought under the same laws as everybody else.

Congressional staff deserve the same civil and antidiscrimination protections afforded to other Federal employees. It is important that powerful figures who play an outsized role here in Congress be brought to the same level as other employers.

Mr. HARPER. Mr. Speaker, I yield 1 minute to the gentleman from Pennsylvania (Mr. COSTELLO), a distinguished member of the Committee on Energy and Commerce.

Mr. COSTELLO of Pennsylvania. Mr. Speaker, I rise today in support of H. Res. 630, a resolution I helped introduce that would require sexual harassment training and antidiscrimination training for Members of Congress, staff, and interns.

The requirements in this resolution are long overdue, Mr. Speaker. This is an issue which the Federal Government must be a leader on. Under this legislation, training must be completed within a certain timeframe, and employees must provide proof they have completed the training to the Committee on House Administration.

It is very important that we take serious steps to address harassment in Congress. I applaud Congresswoman COMSTOCK on her leadership. I have been proud to work with Congresswoman SPEIER, along with the bipartisan group of my colleagues, to make sure we have a productive, safe, and professional work environment here in Congress.

This resolution is part of that solution, and I will continue working and pressing for additional reforms. I urge all of my colleagues to support this resolution.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 1 minute to the gentlewoman from Michigan (Mrs. LAWRENCE).

Mrs. LAWRENCE. Mr. Speaker, I rise today in support of this resolution that requires every House Member and employee to complete antiharassment, antidiscrimination training. The first commonsense step is to make this training mandatory.

I introduced a bill a month ago and gathered over 100 cosponsors, Democrats and Republicans, to make sexual harassment training mandatory in the House, Senate, and support offices. I am glad the Senate has required training with this resolution, and now the

House must do the same. When women are at the table, Mr. Chairman, I am glad to say the conversation changes, and the voices in Congress of women have changed the conversation here.

It is important that we must do all that we can to improve the congressional workforce, reform our outdated processes, and I support this legislation to address this issue, and I know that my Members of Congress will do the same today.

Mr. HARPER. Mr. Speaker, I yield 1 minute to the gentleman from Indiana (Mr. MESSER), the chair of the House Republican Policy Committee and a distinguished member of the Committee on Education and the Workforce.

Mr. MESSER. Mr. Speaker, I thank the chairman for his work.

Hoosiers get it. The recent reports of sexual assault and harassment in Congress are reprehensible.

I applaud Representative COMSTOCK for her hard work on this resolution. The House resolution today is an important step in the right direction. It mandates that everyone working in Congress has the proper antiharassment training.

We must do more. The AP recently reported that the Federal Government has spent \$17 million in taxpayer money settling harassment claims and other violations. It is astounding that tax dollars have been spent to protect Members of Congress and silence victims.

It is not okay. That is why I am filing legislation to stop taxpayer dollars from being used in this way, to settle sexual harassment claims against Members of Congress. This legislation will empower victims by releasing them from nondisclosure agreements that prevent them from coming forward and telling their story. Let's pass today's resolution and then keep working to do more.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 1 minute to the gentleman from New Hampshire (Ms. KUSTER).

Ms. KUSTER of New Hampshire. Mr. Speaker, I thank Congressman BRADY and the chair. I want to thank especially Congresswoman SPEIER and Congresswoman COMSTOCK for their good work on this issue.

Almost 40 years ago, I worked here in the United States Congress as a member of the staff. I was 23 years old and I was sexually assaulted by a distinguished guest of the United States Congress. Neither I nor anyone in my office had received any type of sexual harassment training. I had no place to turn; I had no one to tell; and I could do nothing about it.

But today is a historic day. This is a watershed moment. Times have changed and people do make changes. This is one that we are all standing together—Republicans, Democrats, men, women, across the board—to say “enough is enough.”

I support this resolution as an important first step so that every Member of

Congress and every member of the staff on Capitol Hill understand that we are drawing the line. We have had enough. We need to address sexual harassment and assault in the workplaces, on college campuses, in our military, and communities. The Halls of Congress can be no exception.

Mr. HARPER. Mr. Speaker, I yield 1 minute to the gentleman from New York (Mr. REED), a distinguished member of the Committee on Ways and Means.

Mr. REED. Mr. Speaker, I rise today and join my colleagues. The Republican and Democratic men and women stand together here on the floor of the House to join in the recognition that when it comes to sexual harassment and sexual assault across America, we say “no more.” We say “enough is enough?”

Yes, this is a step—a small step in the right direction, but it is a legitimate step for us to reflect those that we represent across America and saying to the issue that have impacted all of us, my family included, when it comes to sexual harassment and sexual assault, we stand together as Americans and in this body to declare that no more shall sexual harassment and sexual assault be allowed to exist in our society.

I applaud my colleagues on both sides of the aisle for doing this and the leadership they have demonstrated on this issue once and for all.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 1 minute to the gentleman from Florida (Ms. FRANKEL).

Ms. FRANKEL of Florida. Mr. Speaker, first I want to thank my colleagues and all those “me too” survivors who bravely come forward to tell their stories of sexual harassment.

Imagine you are a young congressional staffer who eagerly comes to Washington to make the world a better place for some and work for someone you actually believe in. Instead, your boss breaks your trust with unwanted sexual advances, groping, abusive language, or worse, and you feel absolutely devastated and powerless.

Here is the thing: the United States Congress has made sexual harassment in the workplace illegal, yet this behavior has sullied our own Halls.

Quite frankly, I think it is pitiful and embarrassing that we even have to have this discussion, but with that said, today's resolution to require mandatory antiharassment training is obviously a good step and necessary. And there is more work to be done, as my colleagues have said.

There must be respect and safety in all our workplaces, in Congress, and across America. I urge all my colleagues to support this good resolution.

Mr. HARPER. Mr. Speaker, I reserve the balance of my time.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield 1 minute to the gentleman from New York (Mrs. CAROLYN B. MALONEY).

(Mrs. CAROLYN B. MALONEY of New York asked and was given permission to revise and extend her remarks.)

□ 1515

Mrs. CAROLYN B. MALONEY of New York. Mr. Speaker, I thank Ranking Member BRADY for his leadership; Chairman HARPER for moving so swiftly on this issue; and my colleague, JACKIE SPEIER, who has selflessly worked on this issue for many years, along with BARBARA COMSTOCK.

Mr. Speaker, I rise in strong support of this bill.

Too often, harassment is treated just like it is part of the job; and if anyone complained, they were fired, punished, or paid off to be silent. This is an important cultural change where harassment, which is illegal, is treated seriously as a crime that needs to stop; and to train staff, Members, and officers on how to know what is right and what is wrong so that there is no misunderstanding.

This is a first step. I strongly support Congresswoman SPEIER's bill that has a comprehensive approach, which bans the use of taxpayer money to silence victims and to settle this.

Mr. HARPER. Mr. Speaker, I reserve the balance of my time.

Mr. BRADY of Pennsylvania. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, in closing, make no mistake about it, this is bullying: sexual bullying harassment.

I have a wife, a daughter, a granddaughter, and a great-granddaughter. I have a responsibility to protect them. In the people's House, we have mothers, wives, daughters, granddaughters, great-granddaughters, and we have a responsibility to protect them.

Men have a responsibility to stand up and confront this behavior when we see it. We have a responsibility to demand better of other men. We have a responsibility to confront these bullies.

Men who use their power to harass and abuse others are disgraceful, and we cannot tolerate their behavior. We need to stop having a system that enables it.

Mr. Speaker, I personally witnessed an incident back in my perch, where I stay back in the corner there, of a Congresswoman that was leaning back talking to me, and a Congressman walked by and groped her from behind. I reached over and, lucky for him, I just couldn't grab him. I wanted to chase him down the aisle, but the Congresswoman, as classy as she is, said: “No, don't do that. You may get in a little trouble. We will take care of him.” And he got taken care of pretty well.

I wonder if women would be disrespected or sexually bullied if their husbands or their fathers were standing next to them when somebody tried to sexually harass them or grope them. That is why I say men who do that are bullies and cowards. Just treat women with the respect and dignity that you would your own mother.

Mr. Speaker, I ask for a unanimous vote on this resolution, and I yield back the balance of my time.

Mr. HARPER. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, this House, this special place, should not be tarnished any longer by the inexcusable behavior of some of our Members. The standard needs to be high.

Mr. Speaker, I give a special thank-you to Speaker PAUL RYAN and his commitment that he has that we get this right. I thank Ranking Member BRADY for the way that we have been able to work together on this. Certainly, Representatives SPEIER and COMSTOCK have been invaluable in this process as we go forward.

We have heard from so many Members today on the importance of this. This is a resolution that is necessary and it is a product of a strong bipartisan incorporation. This is something that is just the beginning, as has been said today. We had a hearing on November 14, and we will have another hearing on the Congressional Accountability Act on December 7. But to have this resolution to make sure that our Members and staff are educated to know their rights and responsibilities is a critical first step.

Mr. Speaker, I urge the adoption of this resolution, and I yield back the balance of my time.

Mr. CLYBURN. Mr. Speaker, I rise in strong support of H. Res. 630, which would require each Member, officer and employee of the House to complete anti-discrimination and anti-harassment training. Enacting this legislation ought to be a first step toward affirming with one voice that there is absolutely no place for discrimination nor harassment of any kind in the Halls of Congress. But we must also do more than agree to mandatory training.

As elected officials, we ought to be held to a higher standard. Congress must review and improve the current administrative procedure for victims to come forward. All harassment and discrimination allegations must be taken seriously. After enacting this measure, Congress must streamline the process, protect victims that wish to be protected, and ensure all allegations of wrongdoing are investigated with professionalism, urgency and due process.

I urge all of my colleagues to support this legislation and encourage the House to take whatever administrative steps are necessary to make it easier for victims to come forward. More importantly, I respectfully ask all of my colleagues to take a close look inward at themselves and their offices and to put an immediate end to the cultural climate that has allowed harassment and discrimination to tarnish the institution of Congress. We can do better and we must.

Ms. JACKSON LEE. Mr. Speaker, as a senior member of the House Committees on the Judiciary, I rise in strong support of H. Res. 630, which requires all employees of the House of Representatives—including Members, interns, detailees, and fellows—to complete an anti-harassment and anti-discrimination training program during each session of Congress.

Additionally, each individual would be required to complete the training within ninety days of the start of each session, and each new employee to complete the training within ninety days of their hire date.

This training must be completed every session of Congress.

The resolution directs the Committee on House Administration to issue regulations to ensure compliance and transparency and upon passage of the resolution, the Committee is required to promulgate these regulations within thirty days.

Mr. Speaker, the many allegations of sexual harassment that have come to light involving prominent individuals in the fields of government, entertainment, business, and other fields in recent months are appalling and intolerable.

There must be zero-tolerance for sexual harassment in our society, and this body can set an example for the nation by declaring itself to be sexual harassment free zone and policing itself to hold members, staff, and associated personnel to this standard.

It is important that all persons working in this body understand that everyone has a right to a workplace free of harassment and intimidation and that complaints will be taken seriously and fully investigated by the Ethics Committee or the House Administration Committee.

Mr. Speaker, this is the moment to embrace and affirm zero tolerance for sexual harassment and assault and we must soon reauthorize and strengthen the Violence Against Women Act to provide stronger tools to prevent and punish sexual harassment and sexual assault.

As the Ranking Member of the Judiciary Subcommittee on Crime, I am committed to doing all I can to make this happen as soon as possible.

Mr. Speaker, I strongly support H. Res. 630 and urge all Members to vote in favor its adoption.

Mr. JOHNSON of Georgia. Mr. Speaker, I rise to support H. Res. 630.

This legislation would require all Members, offices, and employees of the House of Representatives to complete a workplace rights and responsibilities training program each session of Congress.

H. Res. 630 is a focused effort to address harassment and discrimination on Capitol Hill. As recent headlines have exposed, these issues are pervasive across the country. As leaders of the United States and voices for our constituents, we must do better. If we want to eliminate sexual harassment in the workplace, we must lead by example and be willing to take every available step to ensure these instances are prevented and promptly addressed.

As a senior member of the House Judiciary Committee, I have long been committed to creating a positive and safe work environment. In early October of this year, my staff participated in a program on sexual harassment and workplace rights. Empowering employees with knowledge of their rights and drawing clear distinctions between appropriate behavior and harassment can help thwart abuses before they can occur. Additionally, educating employees on ways to report abuse can ensure that when incidents happen they are addressed forthrightly.

H. Res. 630 also requires interns and fellows to undergo training as well which is vital to full compliance. Most offices have well-established intern programs, and these individuals are often young, unpaid, and particularly vulnerable. It is important to ensure they too

know their rights and what is appropriate in an office setting.

I support H. Res. 630 because it is a bipartisan effort to promote equality and fair treatment in the workplace and it is a good first step in addressing such an extensive problem.

Some may rightfully ask what took us so long.

Passing this legislation sends the message that we condemn harassment in any form, and that we will use our authority to support positive work environments.

I urge each of you to support H. Res. 630. The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Mississippi (Mr. HARPER) that the House suspend the rules and agree to the resolution, H. Res. 630.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the resolution was agreed to.

A motion to reconsider was laid on the table.

#### MINNESOTA'S ECONOMIC RIGHTS IN THE SUPERIOR NATIONAL FOREST ACT

Mr. GOSAR. Mr. Speaker, pursuant to House Resolution 631, I call up the bill (H.R. 3905) to require congressional approval of any mineral withdrawal or monument designation involving the National Forest System lands in the State of Minnesota, to provide for the renewal of certain mineral leases in such lands, and for other purposes, and ask for its immediate consideration in the House.

The Clerk read the title of the bill.

The SPEAKER pro tempore. Pursuant to House Resolution 631, an amendment in the nature of a substitute consisting of the text of Rules Committee Print 115-41 is adopted, and the bill, as amended, is considered read.

The text of the bill, as amended, is as follows:

H.R. 3905

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

#### SECTION 1. SHORT TITLE.

*This Act may be cited as the "Minnesota's Economic Rights in the Superior National Forest Act".*

#### SEC. 2. CONDITION ON MINERAL WITHDRAWAL OF NATIONAL FOREST SYSTEM LANDS IN MINNESOTA.

*Minerals within the National Forest System lands in the State of Minnesota shall not be subject to withdrawal from disposition under United States mineral and geothermal leasing law unless the withdrawal is specifically approved by an Act of Congress enacted after the date of the enactment of this Act.*

#### SEC. 3. CONDITION ON MONUMENT DESIGNATION ON NATIONAL FOREST SYSTEM LANDS IN MINNESOTA.

*Section 320301 of title 54, United States Code, is amended by adding at the end the following new subsection:*

*“(e) LIMITATION ON EXTENSION OR ESTABLISHMENT OF A NATIONAL MONUMENT IN MINNESOTA.—No extension or establishment of national monuments on National Forest System lands in the State of Minnesota may be undertaken except by express authorization of Congress.”.*