



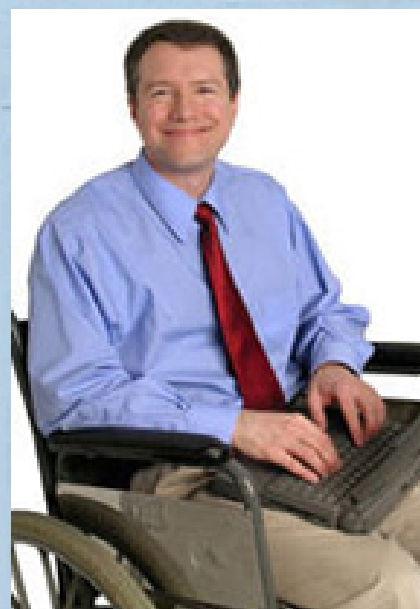
OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS

In-person Training Courses

****All courses are 1 hour***

Risk factors for harassment and discrimination and a bystander's response

This new workplace rights course recognizes risk factors for harassment in the congressional workforce and identifies strategies for bystanders, employees, and supervisors to respond to offensive and discriminatory behaviors.



Reasonable accommodation under the Americans with Disabilities Act (ADA)

This course describes what is a qualified disability under the ADA and outlines an employer's obligation to provide a reasonable accommodation.

Introduction to the Family and Medical Leave Act (FMLA)

This course outlines the requirements of the FMLA, as applied to Congress, and provides an overview of eligibility and entitlement, as well as employees' and employers' obligations under the FMLA.



Understanding Veterans Rights in the Workplace

Learn about the Veterans Employment Opportunities Act of 1998 (VEOA) and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), which provide preference requirements for veterans and prohibit discrimination based on military service.

Tips for improving office accessibility for individuals with disabilities

This course provides guidance for staff on responsibilities under the ADA and how to identify common access barriers in office spaces open to the public. You will receive tips for accommodating constituents with disabilities including sign language interpretation and other auxiliary services.



Senior Staff Guide to the Office of Congressional Workplace Rights (formerly OOC)

This course teaches senior staff about the Office of Congressional Workplace Rights and reviews some best practices designed to ensure employees and supervisors understand their rights and responsibilities in the workplace. Also included: a reference binder with checklists for employee on-boarding and other relevant material on the laws applied by the Congressional Accountability Act.