



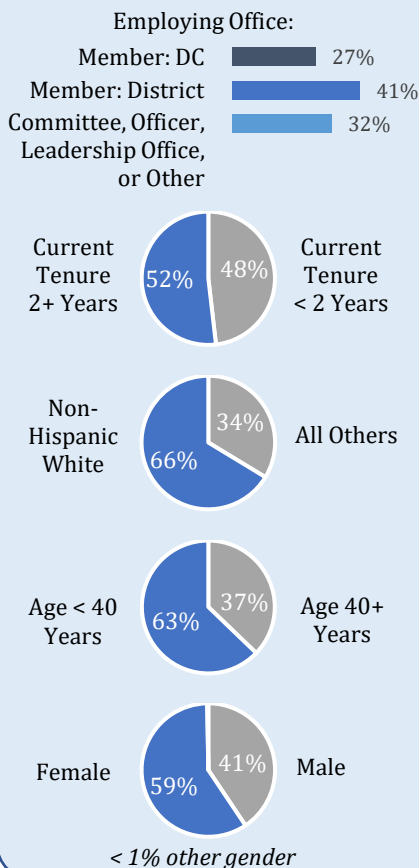
# Congressional Climate Survey

## Results for the U.S. House of Representatives, 116<sup>th</sup> Congress

### Background

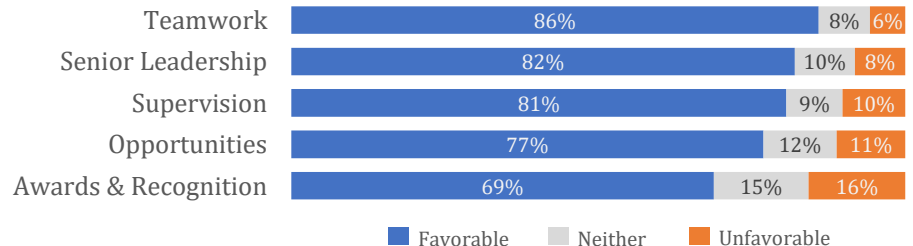
The Congressional Accountability Act of 1995 Reform Act requires the Office of Congressional Workplace Rights (OCWR) to conduct a workplace climate survey with special inclusion of attitudes regarding sexual harassment. This report summarizes findings from an online survey for the U.S. House of Representatives.

The survey was administered online from December 19, 2019 through March 6, 2020. A total of 1,941 employees and Members (13%) responded, for a margin of error of ± 2.1 percentage points. Key respondent characteristics include:



### Workplace Climate

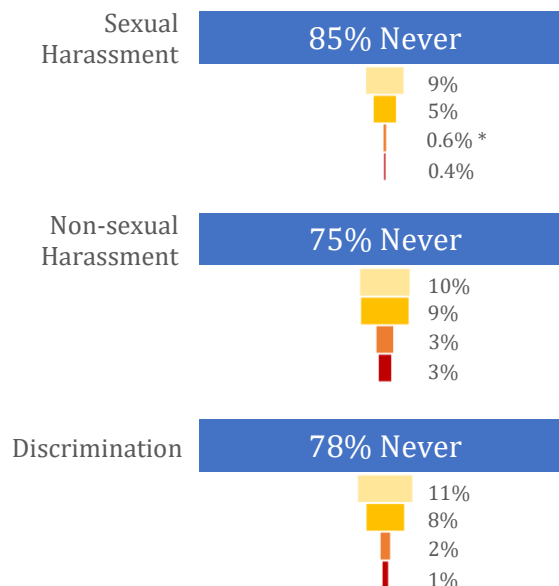
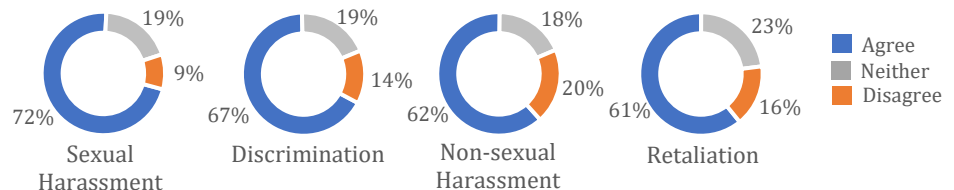
Across five key aspects of workplace climate, **79%** on average view the climate as favorable and **10%** view the climate as unfavorable.



The House climate is on average 12 percentage points more favorable than the benchmark,<sup>†</sup> including 30 points higher on the integrity of senior leaders and elected officials (86% favorable) and 17 points higher on involvement in decisions (72% favorable).

### Harassment and Discrimination

**61%–72%** of respondents agree that over the last two years senior leaders have taken steps to prevent harassment, discrimination, and retaliation. However, approximately **15%** disagree.



When asked if they had experienced, witnessed, or been told about incidents in the prior 12 months, more than **85%** responded *never* for sexual harassment, more than **75%** responded *never* for non-sexual harassment, and more than **78%** responded *never* for discrimination.

<sup>†</sup> Executive branch average from the 2019 OPM Federal Employee Viewpoint Survey.

\* Rounded so the total equals 100%.

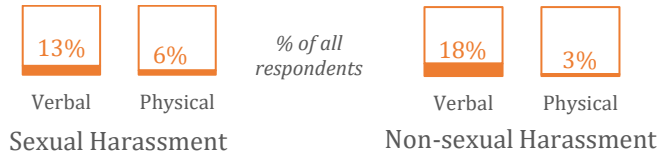


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### – Details of Incidents

Those who experienced, witnessed, or were told about harassment most often indicated the incidents were **verbal** in nature.

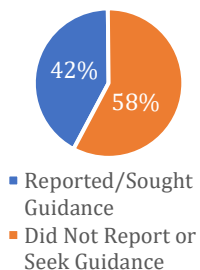


- **2.5%** experienced a denial of a reasonable accommodation request for a disability.
- **1.3%** experienced a denial of a reasonable accommodation request for their religion.
- **2.3%** experienced retaliation for requesting or using leave under the Family and Medical Leave Act.

**Race, gender, and age** were the most common forms of discrimination respondents experienced, witnessed, or were told about.



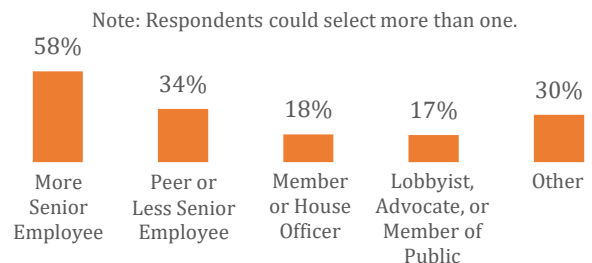
Of those who experienced, witnessed, or were told about sexual harassment, non-sexual harassment, or discrimination, **42%** indicated they sought guidance about or reported the incident.



**41%** of non-reporters did not believe the incident was serious enough to report.

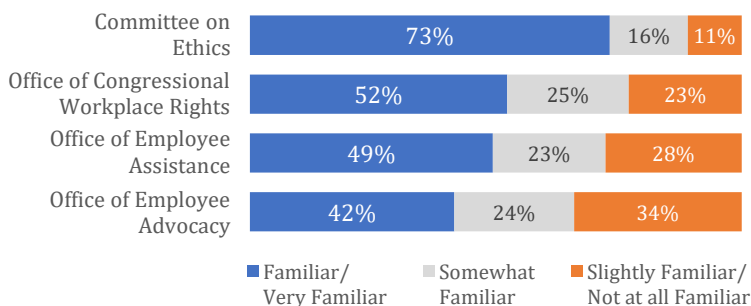
**90%** of all survey respondents believe that reports of sexual harassment would be taken seriously by their Office.

Sexual harassment, non-sexual harassment, and discrimination that respondents experienced, witnessed, or were told about were most frequently committed by **more senior employees**.

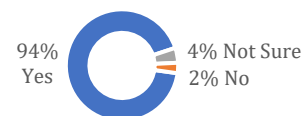


### – Harassment and Discrimination Awareness

**73%** of respondents are familiar or very familiar with the Committee on Ethics, compared to **42%–52%** for the other Offices that assist employees with reporting and addressing incidents.



**94%** of respondents know their rights and responsibilities related to harassment and discrimination.



**86%** agree that they know how to report an incident of harassment or discrimination.

