



Office of Congressional Workplace Rights

Office of the Executive Director

August 31, 2026

The Honorable Mike Johnson
Speaker of the House
United States House of Representatives
H-232, U.S. Capitol
Washington, D.C. 20515

The Honorable Hakeem Jeffries
Minority Leader
United States House of Representatives
H-2267, Rayburn House Office Building
Washington, D.C. 20515

Re: Office of Congressional Workplace Rights Response to House Resolution 1399

Mr. Speaker and Democratic Leader Jeffries:

Enclosed are the Office of Congressional Workplace Rights (OCWR) responses to House Resolution 1399 (Enclosures 1-4).

House Resolution 1399 requires OCWR to provide four different sets of responses regarding information in its control. These four responses can be summarized as follows: first, a list of Members, Delegates, or Resident Commissioners who resolved any case filed against them involving sexual harassment if it resulted in a payment of taxpayer funds (Encl 1); second, the aggregate total amount of taxpayer funds included in any settlement or matter involving conduct by Members, Delegates, or Resident Commissioners that did not, in any way allege sexual harassment (Encl 2); third, the aggregate total amount of taxpayer funds included in all settlements or matters involving in part or in full, sexual harassment alleged against employees of the House of Representatives (Encl 3); and fourth, the aggregate total amount of taxpayer funds included in all settlements or matters involving conduct by employees of the House of Representatives that did not, in any portion of the settlement, involve sexual harassment (Encl 4).

As you are aware, OCWR was created in 1995 to administer the provisions of the Congressional Accountability Act (CAA), which applies the same employment and

workplace safety laws to Congress that apply to the private sector and the executive branch of the federal government. With only 32 employees, OCWR administers programs of dispute resolution, education, and enforcement for approximately 30,000 legislative branch employees, 30 collective bargaining units, and over 18 million square feet of property. Essentially, OCWR performs for the legislative branch the functions of the Equal Employment Opportunity Commission, the Federal Labor Relations Authority, and the Department of Labor.

After reviewing hundreds of thousands of pages of records in OCWR custody, OCWR has identified all settlements that were processed through OCWR that resulted in the expenditure of any taxpayer funds where the original complaints were filed against any Member, Delegate, Resident Commissioner, or employee of the House of Representatives. The following contextual explanation is provided regarding the information contained in Enclosures 1-4.

First, while most settlements stated explicit dollar amounts to be paid to the claimants, some settlements provided the claimants with a promotion, a longevity pay increase, a period of administrative leave, or some other non-direct form of compensation. Because these settlement terms represent "other financial considerations paid" as defined in H. Res. 1399, OCWR reviewed the available case file, and where appropriate did other research, to apply a reasonable value to these settlement terms for purposes of calculating the values in Enclosures 2-4.

Second, between 2013-2018, OCWR had in place an "OCWR Record Retention Policy" that required case records be destroyed 10 years after the case was fully closed.¹ In accordance with this policy, there were 32 case records involving House of Representatives offices that were destroyed from 1996-2005. While OCWR has a record that these cases were filed and settled, there is insufficient information regarding these cases for OCWR to place them into one of the four categories identified in H. Res. 1399. Nonetheless, information on the value of the settlements is available for 24 of 32 of the cases, and the aggregate value of those settlements was \$166,120.08.

Finally, as you know, when the CAA was passed, Section 416 required that all Counseling and Mediation be "strictly confidential." This statutory provision applies to all the names listed in Enclosure 1. Moreover, all the settlement agreements that ended the cases for the Members identified in Enclosure 1 have additional confidentiality and nondisclosure language contained in their terms. OCWR is bound by the language of the pre-Reform Act CAA to maintain the confidentiality of all information that it possesses pursuant to the CAA. OCWR has maintained the confidentiality of these documents, and the information contained in these documents, whenever outside third parties have sought the information (*e.g.* litigants, the press,

¹ The CAA Reform Act of 2018 required OCWR to establish a program for the permanent retention of records. OCWR's current Record Retention Policy requires the permanent retention of all records from filed cases.

etc.). Protecting confidentiality under all circumstances is critical because it reassures and encourages future potential victims that OCWR's processes and procedures for handling these sensitive cases are trustworthy, reliable, and victim-centric.

Sincerely,



Martin J. Crane
Executive Director
Office of Congressional Workplace Rights

4 Enclosures

H. Res. 1399

Paragraph (1) That with respect to reviews, investigations, or matters which . . . the Office of Congressional Workplace Rights [has] reviewed, conducted, or facilitated . . . the Office of Congressional Workplace Rights shall, not later than 60 days after the adoption of this resolution, make publicly available –

- (A) a single consolidated list that sets forth separately for each Member, Delegate, or Resident Commissioner –
- (i) the name of each Member, Delegate, or Resident Commissioner who was the subject of any review or investigation involving a violation of clause 9 of Rule XXIII of the Rules of the House of Representatives, as it pertains to acts of sexual harassment, or clause 18 of Rules XXIII of the Rules of the House of Representatives, or any case involving sexual harassment or sexual abuse, if it resulted in a payment of taxpayer funds; and
 - (ii) adjacent to each such name, the total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with such matters;

OCWR Response:



Enclosure 2

H. Res. 1399

Paragraph (1) That with respect to reviews, investigations, or matters which . . . the Office of Congressional Workplace Rights [has] reviewed, conducted, or facilitated . . . the Office of Congressional Workplace Rights shall, not later than 60 days after the adoption of this resolution, make publicly available –

(B) the aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with such reviews, investigations, or matters involving Members, Delegates, or Resident Commissioners that did not, in any portion of the settlement, involve sexual harassment, sexual abuse, or sexual misconduct;

OCWR Response: The aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with reviews, investigations, or matters involving Members, Delegates, or Resident Commissioners that did not, in any portion of the settlement, involve sexual harassment, sexual abuse, or sexual misconduct is \$745,247.02.

H. Res. 1399

Paragraph (1) That with respect to reviews, investigations, or matters which . . . the Office of Congressional Workplace Rights [has] reviewed, conducted, or facilitated . . . the Office of Congressional Workplace Rights shall, not later than 60 days after the adoption of this resolution, make publicly available –

(C) the aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with such reviews, investigations, or matters involving in part or in full, sexual harassment, sexual abuse, or sexual misconduct by employees of the House of Representatives . . .;

OCWR Response: The aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with reviews, investigations, or matters involving in part or in full, sexual harassment, sexual abuse, or sexual misconduct by employees of the House of Representatives is \$67,620.11.

H. Res. 1399

Paragraph (1) That with respect to reviews, investigations, or matters which . . . the Office of Congressional Workplace Rights [has] reviewed, conducted, or facilitated . . . the Office of Congressional Workplace Rights shall, not later than 60 days after the adoption of this resolution, make publicly available –

(D) the aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with such reviews, investigations, or matters involving conduct by employees of the House of Representatives that did not, in any portion of the settlement, involve sexual harassment, sexual abuse, or sexual misconduct.

OCWR Response: The aggregate total amount of taxpayer funds included in all settlements, payments, reimbursements, awards, or other financial considerations paid in connection with reviews, investigations, or matters involving conduct by employees of the House of Representatives that did not, in any portion of the settlement, involve sexual harassment, sexual abuse, or sexual misconduct is \$609,884.53.