



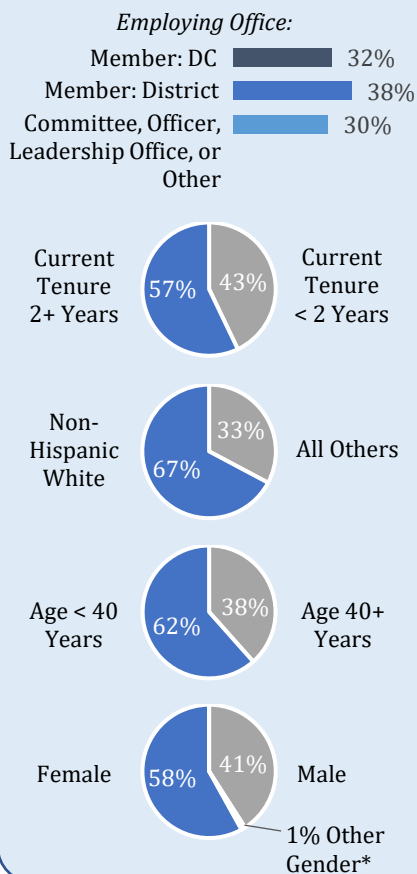
# Congressional Workplace Climate Survey

## Results for the U.S. House of Representatives, 118<sup>th</sup> Congress

### Background

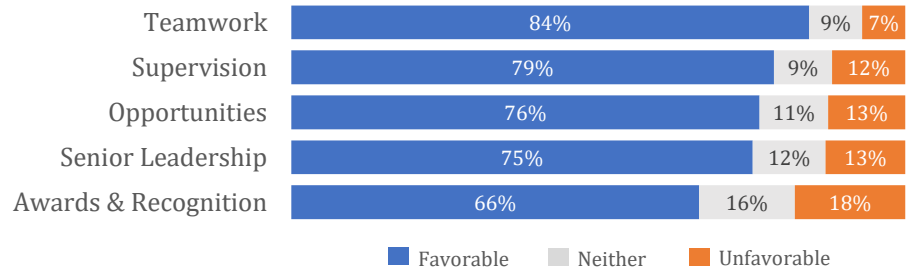
The Congressional Accountability Act of 1995 Reform Act requires the Office of Congressional Workplace Rights (OCWR) to conduct a workplace climate survey with special inclusion of attitudes regarding sexual harassment. This report summarizes findings from an online survey for the U.S. House of Representatives.

The survey was administered online from January 17 to March 29, 2024. A total of 1,515 employees and Members (10%) responded, for a margin of error of  $\pm 2.4$  percentage points. Key respondent characteristics include:



### Workplace Climate

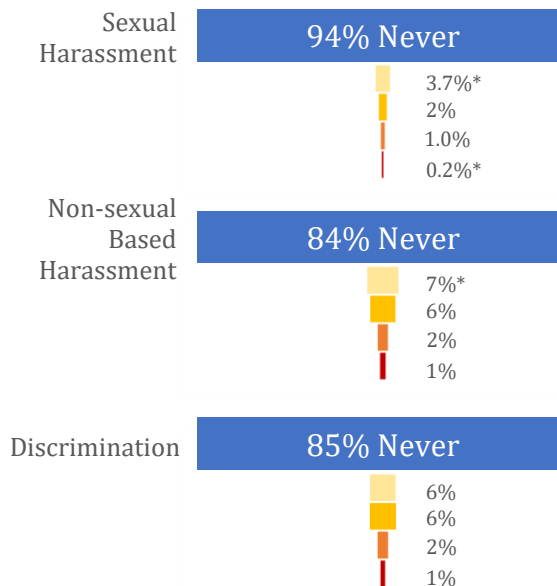
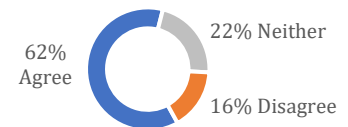
Across five key aspects of workplace climate, **76%** on average view the climate as favorable and **13%** view the climate as unfavorable.



Across 10 items, the House workplace climate is on average 5 percentage points more favorable than the benchmark,<sup>†</sup> including 17 points higher on the integrity of senior leaders and elected officials (78% favorable) and 16 points higher on involvement in decisions (69% favorable).

### Harassment and Discrimination

**62%** of respondents agree that over the last two years senior leaders have taken steps to address issues of harassment, discrimination, and retaliation.



**94%** of respondents indicate never personally experiencing sexual harassment, **84%** indicate never personally experiencing other forms of harassment, and **85%** indicate never personally experiencing discrimination in the last year.

<sup>†</sup> Executive branch average from the 2023 OPM Federal Employee Viewpoint Survey.

\* Rounded so the total equals 100%.



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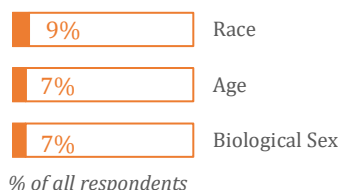
### Details of Incidents

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

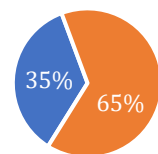


- < 1% experienced a denial of a reasonable accommodation request for a disability.
- < 1% experienced a denial of a reasonable accommodation request for their religion.
- < 1% experienced retaliation for requesting or using leave under the Family and Medical Leave Act.

**Race, biological sex, and age** were the most common forms of discrimination respondents experienced, observed, or were told about.



Of those who experienced, witnessed, or heard about an incident of sexual harassment, non-sexual based harassment, or discrimination, **35%** reported it.

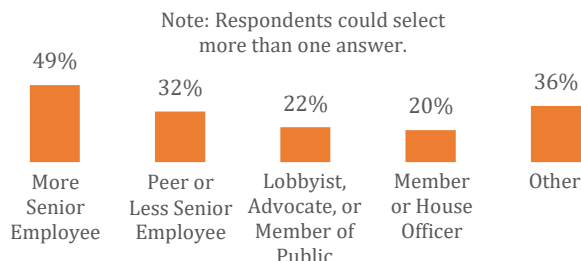


- Reported
- Not Reported

**37%** of non-reporters did not believe the incident was serious enough to report.

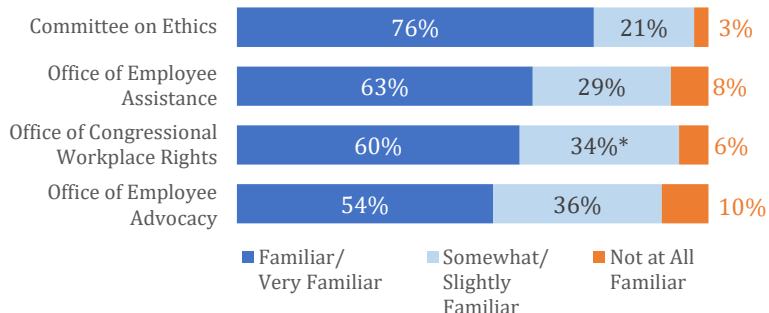
**90%** of respondents believe that reports of harassment or discrimination would be taken seriously by their Office.

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

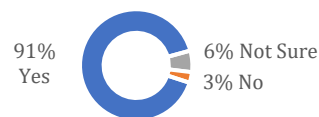


### Harassment and Discrimination Awareness

Overall, **98%** of respondents are at least slightly familiar with one or more of the Offices that assist employees with reporting and addressing incidents; respondents are most familiar with the Committee on Ethics.



**91%** agree that they know their rights and responsibilities related to harassment and discrimination.



**81%** agree that they know how to report an incident of harassment or discrimination.

