

**AMENDMENT TO RULES COMMITTEE PRINT**

**119-33**

**OFFERED BY MS. GARCIA OF TEXAS**

Add at the end of title XI of division A the following:

1 **SEC. 11\_\_\_. SUPPLEMENT TO FEDERAL EMPLOYEE VIEW-**  
2 **POINT SURVEY.**

3 (a) **IN GENERAL.**—Not later than one year after the  
4 date of the enactment of this Act and every 2 years there-  
5 after, the Office of Personnel and Management shall make  
6 available through a secure and accessible online portal a  
7 supplement to the Federal Employee Viewpoint Survey to  
8 assess employee experiences with workplace harassment  
9 and discrimination.

10 (b) **DEVELOPMENT OF SUPPLEMENT.**—In developing  
11 the supplement, the Director shall—

12 (1) use best practices from peer-reviewed re-  
13 search measuring harassment and discrimination;  
14 and

15 (2) consult with the Equal Employment Oppor-  
16 tunity Commission, experts in survey research re-  
17 lated to harassment and discrimination, and organi-  
18 zations engaged in the prevention of and response

1 to, and advocacy on behalf of victims of harassment  
2 and discrimination regarding the development and  
3 design of such supplement.

4 (c) SURVEY QUESTIONS.—Survey questions included  
5 in the supplement developed pursuant to this section  
6 shall—

7 (1) be designed to gather information on em-  
8 ployee experiences with harassment and discrimina-  
9 tion, including the experiences of victims of such in-  
10 cidents;

11 (2) use trauma-informed language to prevent  
12 retraumatization; and

13 (3) include—

14 (A) questions that give employees the op-  
15 tion to report their demographic information;

16 (B) questions designed to determine the in-  
17 cidence and prevalence of harassment and dis-  
18 crimination;

19 (C) questions regarding whether employees  
20 know about agency policies and procedures re-  
21 lated to harassment and discrimination;

22 (D) questions designed to determine if the  
23 employee reported perceived harassment or dis-  
24 crimination, to whom the incident was reported

1 and what response the employee may have re-  
2 ceived;

3 (E) questions to determine why the em-  
4 ployee chose to report or not report an incident;

5 (F) questions to determine satisfaction  
6 with the complaints process;

7 (G) questions to determine the impact of  
8 harassment and discrimination on performance  
9 and productivity;

10 (H) questions to determine the impact of  
11 harassment and discrimination on mental and  
12 physical health;

13 (I) questions to determine the impact and  
14 effectiveness of prevention and awareness pro-  
15 grams and complaints processes;

16 (J) questions to determine attitudes to-  
17 ward harassment and discrimination, including  
18 the willingness of individuals to intervene as a  
19 bystander;

20 (K) questions to determine whether em-  
21 ployees believe those who engage in harassment  
22 or discrimination will face disciplinary action;

23 (L) questions to determine whether em-  
24 ployees perceive prevention and accountability

1 for harassment and discrimination to be a pri-  
2 ority for supervisors and agency leadership; and  
3 (M) other questions, as determined by the  
4 Director.

5 (d) RESPONSES.—The responses to the survey ques-  
6 tions described in subsection (c) shall—

7 (1) be submitted confidentially;

8 (2) in the case of such responses being included  
9 in a report, shall not include personally identifiable  
10 information; and

11 (3) be disaggregated by agency and, to the ex-  
12 tent practicable, operating division, department, or  
13 bureau.

14 (e) PUBLICATION.—The Director shall publish the re-  
15 sults of the supplemental survey in a report on its website.

