

AMENDMENT TO RULES COMMITTEE PRINT

117-54

OFFERED BY MS. SPEIER OF CALIFORNIA

Insert the following in the appropriate place in division E:

1 **SEC. ____ . 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.

