



YOUR RIGHTS IN THE CONGRESSIONAL WORKPLACE

As a legislative branch employee, you are protected by the Congressional Accountability Act of 1995 (CAA). To assert your rights under the CAA, you must file a claim within 180 days of an alleged violation. Please visit www.compliance.gov for further information about your rights, or contact the Office of Compliance (OOC) at (202) 724-9250. All contacts are strictly confidential.

PROTECTION FROM UNLAWFUL DISCRIMINATION

Prohibits harassment and discrimination in personnel actions based on race, color, national origin, sex, religion, age, or disability. CAA SEC. 201

FAMILY & MEDICAL LEAVE

Provides rights and protections for employees taking or requesting leave for specified family and medical reasons. CAA SEC. 202

FAIR LABOR STANDARDS

Requires the payment of minimum wage and overtime compensation to nonexempt employees, restricts child labor, and prohibits sex-based wage differentials. CAA SEC. 203

POLYGRAPH TESTING PROHIBITION

Except in certain circumstances, prohibits requiring or requesting that lie detector tests be taken; using, accepting, or inquiring about the results of a lie detector test; or firing or discriminating against an employee based on the results of a lie detector test or for refusing to take a test. CAA SEC. 204

NOTIFICATION OF OFFICE CLOSINGS & MASS LAYOFFS

Under certain circumstances, requires that employees be notified of an office closing or of a mass layoff at least sixty days in advance of the event. CAA SEC. 205

UNIFORMED SERVICES RIGHTS & PROTECTIONS

Protects employees who are performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights. CAA SEC. 206

PROTECTION FOR EXERCISING WORKPLACE RIGHTS

Prohibits employing offices from intimidating, retaliating, or discriminating against employees who exercise their rights under the CAA. CAA SEC. 207

ACCESSIBILITY

Protects members of the public who are qualified individuals with disabilities from being denied access to public services, programs, activities, or places of public accommodation in the legislative branch. CAA SEC. 210

HAZARD-FREE WORKSPACES

Requires that all workplaces be free of recognized hazards that are likely to cause death or serious injury. CAA SEC. 215

COLLECTIVE BARGAINING & UNIONIZATION

Protects the rights of certain legislative branch employees to form, join, or assist a labor organization or to refrain from such activity. CAA SEC. 220

GENETIC INFORMATION

NONDISCRIMINATION & PRIVACY

Prohibits the use of genetic information as a basis for personnel actions.. TITLE II GINA

VETERANS' EMPLOYMENT OPPORTUNITIES

Gives eligible veterans enhanced access to certain job opportunities and establishes a redress system in the event that their veterans' preference rights are violated. SEC.4(c) VEOA

Certain provisions of the CAA do not apply to the GAO and the Library of Congress; however, employees of those agencies may have similar legal rights under different statutory provisions.



www.compliance.gov

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