### COMPLIANCE.GOV

# Introduction to the Congressional Office of Compliance

ON JANUARY 23, 1996, THE OFFICE OF COMPLIANCE (OOC) FIRST OPENED DOORS TO ENFORCE THE CONGRESSIONAL ACCOUNTABILITY ACT OF 1995 AND SEVERAL IMPORTANT WORKPLACE PROTECTION LAWS FROM WHICH CONGRESS HAD PREVIOUSLY BEEN EXEMPT.

E



OVER 30,000 CURRENT EMPLOYEES OF THE LEGISLATIVE BRANCH

FORMER EMPLOYEES

JOB APPLICANTS

VISITORS

## Who is covered by the Congressional Accountability Act?

• US HOUSE OF REPRESENTATIVES (DC & STATE DISTRICT OFFICE STAFF)

US SENATE
 (DC & STATE OFFICE STAFF)

• US CAPITOL POLICE

CONGRESSIONAL BUDGET OFFICE

OFFICE OF THE ARCHITECT OF THE CAPITOL

 OFFICE OF THE ATTENDING PHYSICIAN

OFFICE OF COMPLIANCE

- OFFICE OF CONGRESSIONAL
  ACCESSIBILITY SERVICES
  - LIBRARY OF CONGRESS

Certain provisions of the CAA also apply to the GAO



## CONGRESSIONAL ACCOUNTABILITY ACT OF 1995

OFFICE OF COMPLIANCE—ADVANCING WORKPLACE RIGHTS, SAFETY AND HEALTH, AND ACCESSIBILITY IN THE LEGISLATIVE BRANCH

#### Laws applied by the CAA

The Age Discrimination in Employment Act of 1967 (ADEA)

The Americans with Disabilities Act of 1990 (ADA)

Title VII of the Civil Rights Act of 1964 (race, sex, color, religion, and national origin)

The Employee Polygraph Protection Act of 1988 (EPPA) The Fair Labor Standards Act of 1938 (FLSA)

The Family and Medical Leave Act of 1993 (FMLA)

The Federal Service Labor-Management Relations Statute (FSLMR)

The Rehabilitation Act of 1973 (Rehab Act)

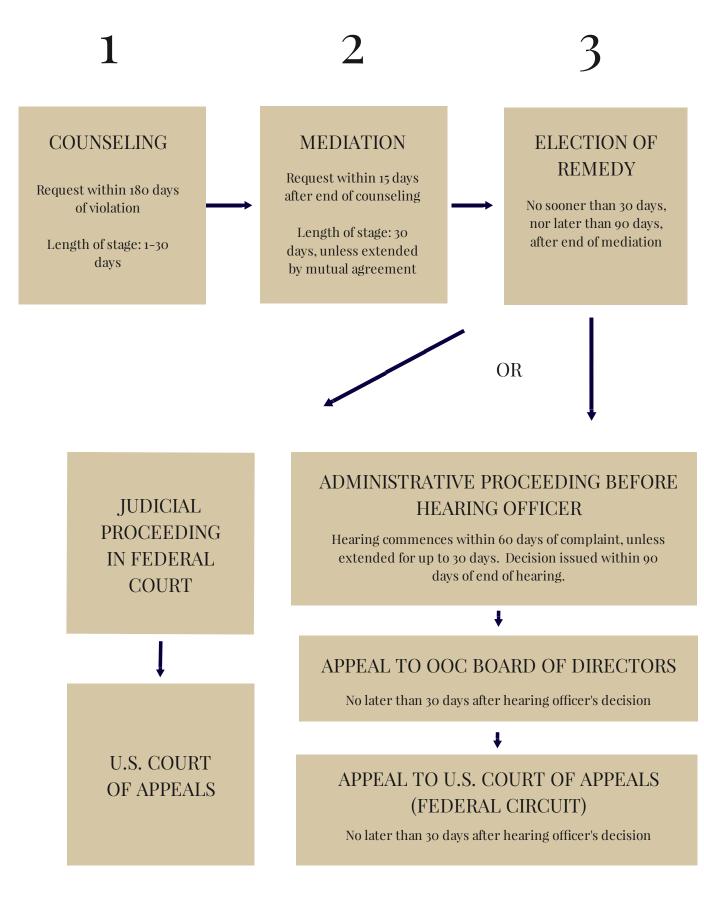
Veterans' Employment and Reemployment Rights Act of 1994 (USERRA) (Chapter 43 of Title 38 of the U.S. Code)

The Worker Adjustment and Retraining Notification Act (WARN)

Veterans Employment Opportunities Act (VEOA)

Genetic Information Nondiscrimination Act (GINA)

## **Current Alternative Dispute Resolution Process**



COMPLIANCE.GOV