



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.



**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)

The CAA also protects against retaliation or reprisal for exercising these rights.

Current Alternative Dispute Resolution Process

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