

HOUSE No. 3983

Filed by Mr. DeLeo of Winthrop. October 27, 2017.

The Commonwealth of Massachusetts



October 27, 2017.

**In the One Hundred and Ninetieth General Court
(2017-2018)**

1 *Ordered*, That Counsel to the House of Representatives, appointed pursuant to section 51
2 of chapter 3 of the General Laws and hereinafter referred to as Counsel, shall undertake a
3 comprehensive review of all structures, policies, procedures and operations of the human
4 resources function for the House including those that relate to ensuring a workplace free of
5 sexual harassment and retaliation; and be it further

6 *Ordered*, That said review shall include an analysis of existing policies and practices designed to
7 prevent and properly address sexual harassment and retaliation in the workplace; and be it further

8 *Ordered*, That said review shall include an evaluation of existing training materials and
9 presentations for members, officers and employees including those that: (i) identify available
10 avenues to report concerns regarding sexual harassment, retaliation or other unprofessional
11 conduct, and (ii) explain protocols for receiving and investigating specific complaints; and be it
12 further

13 Ordered, That Counsel shall recommend enhancements to existing structures, policies and
14 procedures to increase awareness of the available avenues for reporting concerns or complaints
15 and to ensure thorough investigations and appropriate discipline where investigations identify
16 violations of House Rules or policies; and be it further

17 Ordered, That Counsel shall recommend enhancements to existing structures, policies and
18 procedures to promote: (i) professional and consistent treatment of complaints of sexual
19 harassment or retaliation, (ii) recordkeeping practices that ensure investigators have access to
20 any records of prior complaints, and (iii) the imposition of appropriate remedial and disciplinary
21 measures that meet the House's commitment to a workplace free of sexual harassment and
22 retaliation at all levels; and be it further

23 Ordered, That Counsel shall recommend enhancements to existing structures, policies and
24 procedures to ensure that the House's commitment to a workplace free of sexual harassment and
25 retaliation is fully reflected through the structures, policies and procedures of the House; and be
26 it further

27 Ordered, That Counsel shall recommend enhancements to existing structures, policies and
28 procedures to instill a culture of accountability focused on ensuring a professional and safe
29 working environment for all members, officers, employees and guests of the House; and be it
30 further

31 Ordered, That Counsel, notwithstanding House Rule 87 and utilizing sound business practices,
32 shall have the exclusive authority and discretion to retain outside legal and consulting experts, as
33 Counsel may deem appropriate; and be it further

34 Ordered, That Counsel may utilize legal assistants appointed pursuant to section 54 of chapter 3
35 of the General Laws; and be it further

36 Ordered, That Counsel shall act independently of any member, officer or employee of the House
37 in conducting the review required by this order and all members, officers, employees and
38 contractors of the House shall comply with any request from Counsel related to the review
39 authorized herein; and be it further

40 Ordered, That Counsel shall file a report with recommendations for updates to the structures,
41 policies, procedures and operations of the human resources function for the House with the Clerk
42 of the House no later than March 1, 2018; and be it further

43 Ordered, That upon receipt of the report from Counsel with recommendations for updates to the
44 structures, policies, procedures and operations of the human resources function for the House,
45 the Clerk of the House shall make said report available electronically to all members, officers
46 and employees of the House and shall post the report on the General Court's website.