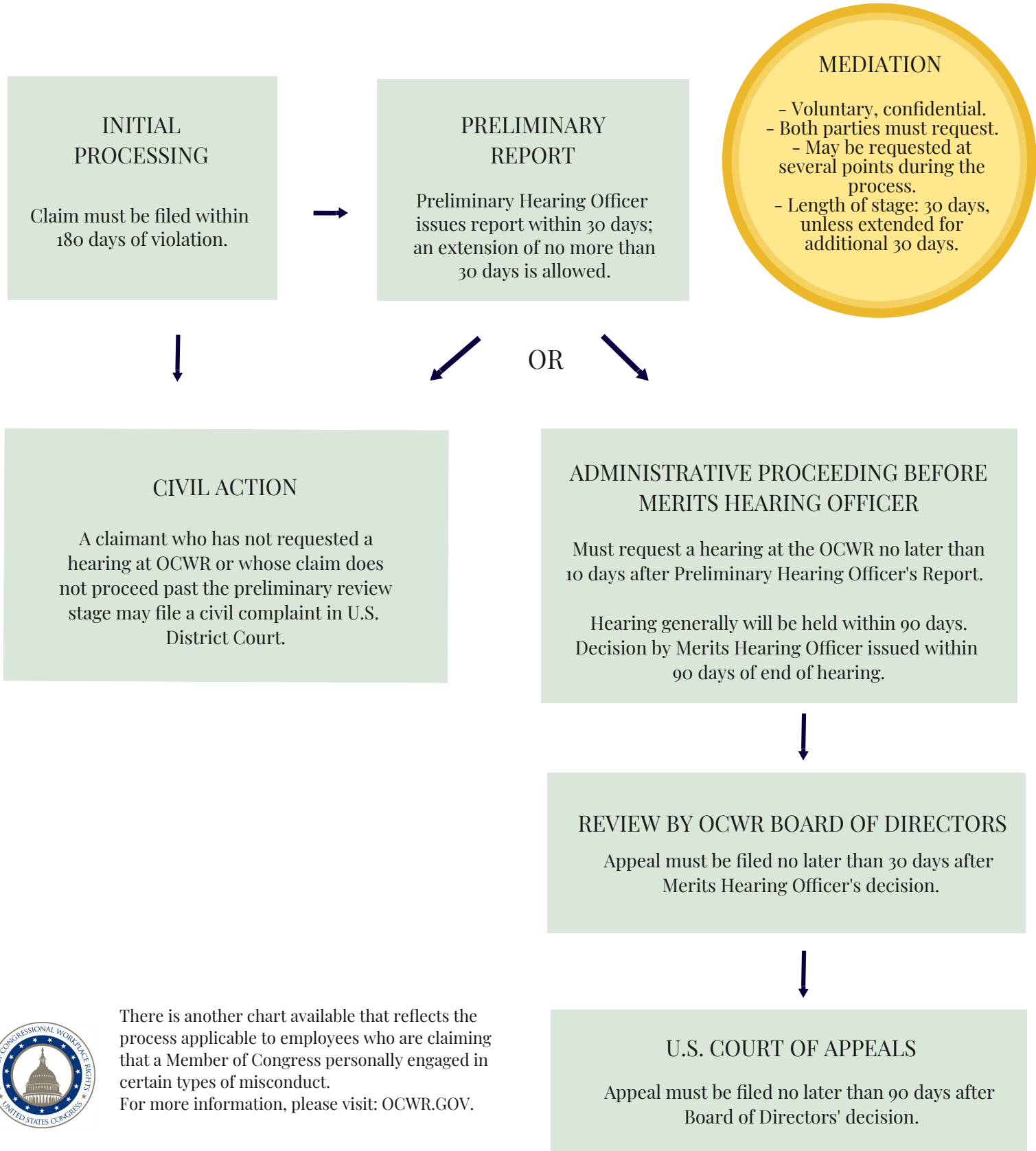


OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS

Alternative Dispute Resolution Process effective June 19, 2019

FOR MOST EMPLOYEES IN THE LEGISLATIVE BRANCH

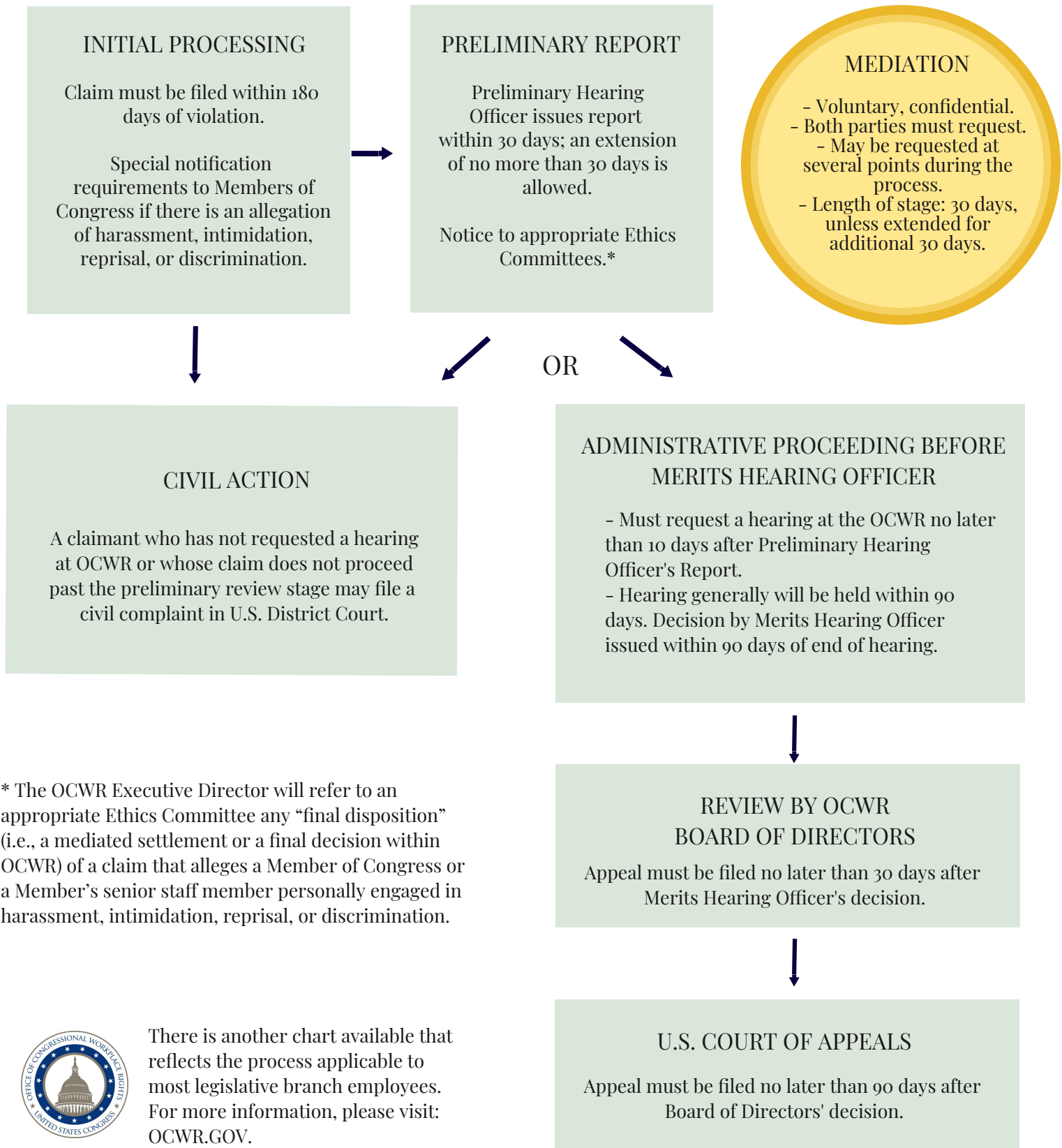


There is another chart available that reflects the process applicable to employees who are claiming that a Member of Congress personally engaged in certain types of misconduct. For more information, please visit: OCWR.GOV.

OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS

Alternative Dispute Resolution Process effective June 19, 2019

FOR EMPLOYEES WHO MAKE A PERSONAL CLAIM AGAINST A MEMBER OF CONGRESS



* The OCWR Executive Director will refer to an appropriate Ethics Committee any "final disposition" (i.e., a mediated settlement or a final decision within OCWR) of a claim that alleges a Member of Congress or a Member's senior staff member personally engaged in harassment, intimidation, reprisal, or discrimination.

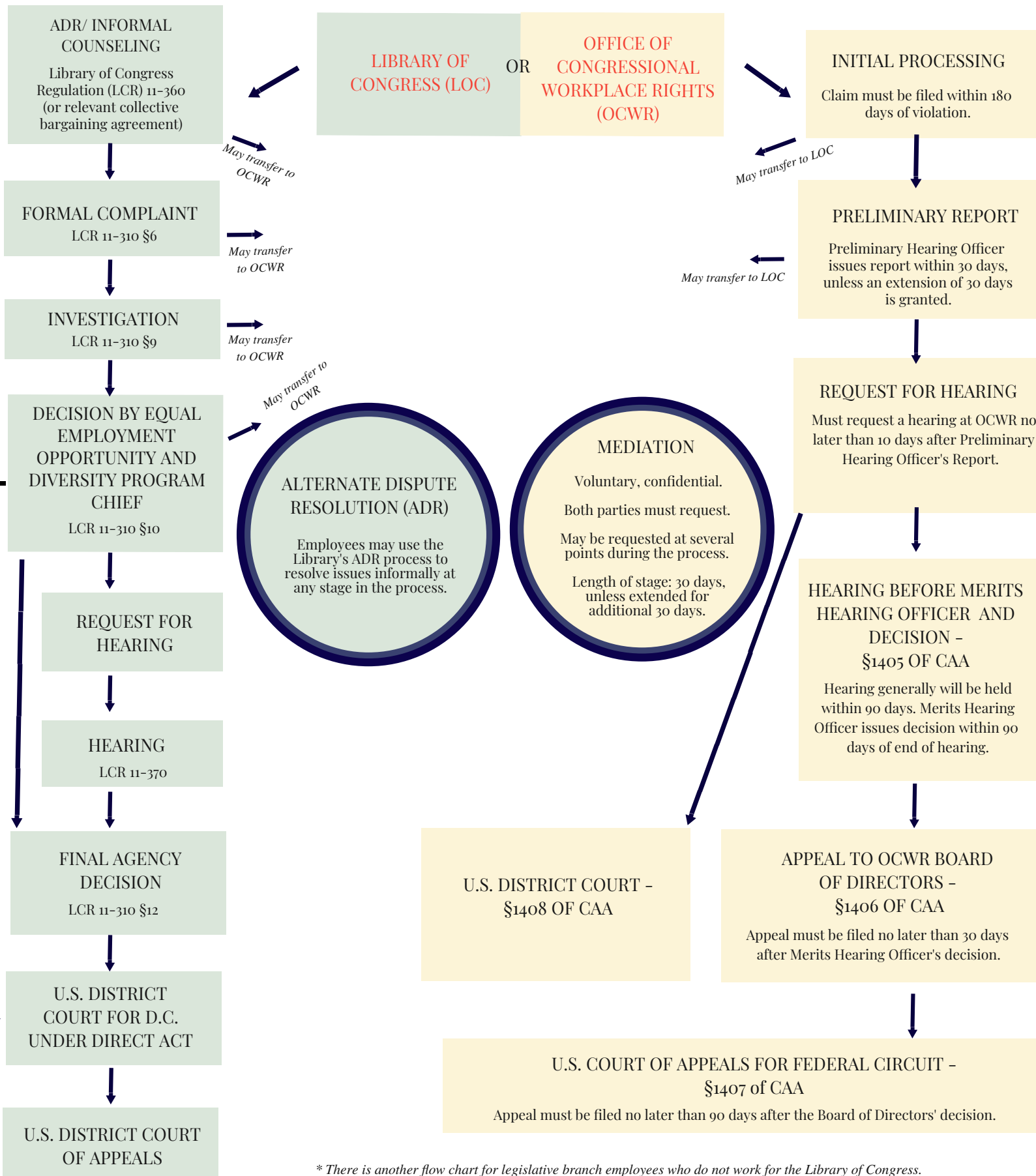


There is another chart available that reflects the process applicable to most legislative branch employees. For more information, please visit: OCWR.GOV.



Alternative Dispute Resolution Process under Congressional Accountability Act (CAA) Reform Act FOR LIBRARY OF CONGRESS EMPLOYEES*

EMPLOYEE CHOOSES WHERE TO INITIATE CLAIM:



* There is another flow chart for legislative branch employees who do not work for the Library of Congress.