



Office of Compliance

Office of the Executive Director

January 11, 2018

Dear Chairman Harper:

As our oversight committee, please find additional statistical information regarding settlements against House Member, Committee, and Leadership Offices, as well as your substantive request to distinguish between those offices that are Member led and those that are not. We have previously provided you with information regarding settlements between FY2008 and FY2017. This information is enclosed again for your convenience, along with new information regarding settlements between FY2003 and FY2007 enclosed.

For all the reasons I stated in my letter of December 15, 2017, our ability to respond to your request is constrained by the confidentiality provisions of the Congressional Accountability Act (“CAA”) and the nature of the process established by that statute. I reiterate that the Office of Compliance (“OOC”) cannot be certain why cases settled. We also do not necessarily possess information regarding claims that have been settled using funds that did not come out of the Treasury account. Some of our suggestions regarding changes to the CAA would allow us to gather more accurate information. For example, if a charging document was created at the conclusion of counseling and investigatory authority was granted to the OOC, we would have much more reliable information about the settlement of claims that could be used to better provide the type of information you have requested.

Nevertheless, we have endeavored to respond to your inquiry to the fullest extent possible under the current statutory scheme, and we hope that the enclosed information proves helpful. This information supplements our December 1, 2017 and December 15, 2017 response to question b).

Please do not hesitate to contact me if you have any questions or wish to discuss these issues further.

Very truly yours,

Susan Tsui Grundmann
Executive Director

Enclosed: Settlements FY2003 – FY2007, Settlements FY2008 – FY2012, Letter of Dec. 1 with Settlements FY2013 – FY2017

The Honorable Gregg Harper
United States House of Representatives
Committee on House Administration
1309 Longworth House Office Building
Washington, D.C. 20515

Claims against Member-led Offices from FY 2003-2007:

1. sex discrimination	\$15,225.00
2. sex, age, race & retaliation, FMLA & FLSA (unequal pay)	\$9,135.00
3. FLSA – overtime & retaliation	\$40,000.00
4. race, national origin & sex discrimination	\$3,292.00
5. race & national origin discrimination, retaliation & FLSA (overtime)	\$1,698.72
6. race discrimination	\$671.36

Total of Settlement Amounts for Member-led offices: \$70,022.08

Claims Against Non-Member-led Offices from FY 2003-2007:

1. disability discrimination & retaliation	\$11,500.00
2. race discrimination & retaliation	\$7,500.00
3. disability discrimination	\$14,229.00

Total of Settlement Amounts for Non-Member Led Offices: \$33,229.00

Total of Settlement Amounts for All House Offices (2003-2007): \$103,251.08

Claims against Member-led Offices from 2008-2012:

1. sex discrimination, retaliation, & FLSA violation	\$15,225.00
2. sex and disability discrimination & retaliation	\$8,160.00
3. retaliation	\$10,000.00
4. race and disability discrimination & retaliation	\$17,500.00
5. retaliation	\$15,333.33
6. sexual harassment and harassment because of retaliation	\$85,000.00
7. sex discrimination (including sexual harassment) & retaliation	\$10,000.00
8. sexual harassment because of retaliation & sex discrimination	\$20,000.00
9. disability discrimination & retaliation	\$50,000.00
10. sex discrimination, retaliation & FLSA violation	\$12,100.00
11. race discrimination	\$5,000.00
12. age discrimination	\$65,000.00
13. age discrimination	\$5,000.00
14. race, age, national origin, sex , and disability discrimination & retaliation	\$8,000.00
15. race and sex discrimination, retaliation & FMLA violation	<u>\$15,907.52</u>
Total of Settlement Amounts for Member-led offices:	\$342,225.85

Claims Against Non-Member-led Offices from 2008-2012:

1. race and age discrimination & retaliation	<u>\$12,240.00</u>
Total of Settlement Amounts for Non-Member-led Offices:	\$12,240.00
Total of Settlement Amounts for All House Offices (2008-2012):	\$354,465.85



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Office of the Executive Director

December 1, 2017

Dear Chairman Harper:

In response to your letter of November 30, 2017, we have assembled the requested statistics going back to FY2013. As per our discussion with your staff, we are working on providing statistical information on the years prior to FY2013 and we will provide this information as soon as it is assembled. Here are the aggregate statistics going back to FY2013:

- a) From FY2013 to the present, the Awards and Settlement Fund has:
 1. Paid settlements involving claims against 6 House Member led Offices;
 2. 2 of those claims included allegations of sex discrimination; and
 3. 1 of those claims included allegations of sexual harassment.

- b) From FY2013 to the present, the Awards and Settlement Fund has:
 1. Paid out a total of \$359,450 for claims against House Member led Offices;
 2. The 1 claim that alleged sexual harassment was for \$84,000;
 3. The 1 claim that alleged age discrimination was for \$76,000;
 4. The 1 claim that alleged discrimination because of sex and religion as well as FLSA violations and retaliation was for \$7,000;
 5. The 1 claim that alleged disability discrimination and retaliation was for \$37,250;
 6. The 1 claim that alleged discrimination claims because of race, national origin, and military service, and retaliation was for \$5,200.00; and
 7. The 1 claim that alleged veteran status discrimination and retaliation was for \$150,000.

Very truly yours,

Susan Tsui Grundmann

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