

**HOUSE . . . . . No.**

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

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*The Commonwealth of Massachusetts*

House of Representatives, October 27, 2017.



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

On Motion of Mr. DeLeo of Winthrop,--

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

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

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

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

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

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

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

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

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

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

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

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