

119<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 9198

To create a national commission to combat workplace sexual harassment,  
and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

JUNE 8, 2026

Ms. NORTON introduced the following bill; which was referred to the  
Committee on Education and Workforce

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## A BILL

To create a national commission to combat workplace sexual  
harassment, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “National Commission  
5 to Combat Workplace Sexual Harassment Act”.

6 **SEC. 2. ESTABLISHMENT.**

7       There is established a commission to be known as the  
8 “National Commission to Combat Workplace Sexual Har-  
9 assment” (in this Act referred to as the “Commission”).

1 **SEC. 3. DUTIES OF COMMISSION.**

2 The Commission shall—

3 (1) carry out a comprehensive investigation and  
4 study of workplace sexual harassment in the United  
5 States—

6 (A) through hearings and testimony taken  
7 from—

8 (i) workers, employers, and contrac-  
9 tors in the United States, including in such  
10 industries and places of work as hospi-  
11 tality, factories, offices, agriculture, food  
12 service, retail, news media, technology,  
13 banking, entertainment, and law enforce-  
14 ment regarding their experiences with sex-  
15 ual harassment, sexual assault, and other  
16 sexual misconduct in the workplace;

17 (ii) experts in employment discrimina-  
18 tion and sex discrimination, including sex-  
19 ual harassment;

20 (iii) members of the public; and

21 (iv) advocates against employment  
22 discrimination and sex discrimination, in-  
23 cluding sexual harassment; and

24 (B) which shall—

25 (i) summarize findings from the testi-  
26 mony of workers, employers, experts, pub-

1           lic witnesses, and advocates, mentioned in  
2           paragraph (A) about sexual harassment,  
3           sexual assault, and other sexual mis-  
4           conduct in the workplace, including retalia-  
5           tion for reporting such conduct;

6           (ii) include an assessment of the  
7           causes and effects of workplace sexual har-  
8           assment, sexual assault, and other sexual  
9           misconduct in the workplace;

10          (iii) evaluate whether and how per-  
11          sonal characteristics (such as race, gender,  
12          gender identity, sexual orientation, age, in-  
13          come and wealth, geographic location) or  
14          employment circumstances (such as self  
15          employment, contract, seasonal, perma-  
16          nent, night shift, “gig” economy) render  
17          individuals more vulnerable to sexual har-  
18          assment, sexual assault, and other sexual  
19          misconduct in the workplace;

20          (iv) evaluate whether and how new  
21          forms of communication, such as social  
22          media, have had an effect on sexual har-  
23          assment, sexual assault, and other sexual  
24          misconduct in the workplace;

1           (v) analyze whether and how sexual  
2 harassment, sexual assault, and other sex-  
3 ual misconduct in the workplace have in-  
4 creased in the United States despite Fed-  
5 eral, State, and local legislation aimed at  
6 curbing such conduct;

7           (vi) evaluate whether and how report-  
8 ing occurs about sexual harassment, sexual  
9 assault, and other sexual misconduct in the  
10 workplace, and whether and how that re-  
11 porting is impacted by individuals' per-  
12 sonal characteristics or employment cir-  
13 cumstances;

14           (vii) evaluate the efficacy of current  
15 reporting and accountability mechanisms  
16 in the private and public sector;

17           (viii) analyze the causes and effects of  
18 unreported and underreported sexual har-  
19 assment, sexual assault, and other sexual  
20 misconduct in the workplace, and any dis-  
21 parities between complaints reported and  
22 claims resolved on the merits through  
23 mechanisms in the public and private sec-  
24 tor;

1 (ix) include a review of private sector,  
2 State, and local policies and practices that  
3 have had an effect in addressing and pre-  
4 venting sexual harassment, sexual assault,  
5 and other sexual misconduct in the work-  
6 place, and enforcing prohibitions against  
7 such conduct; and

8 (x) evaluate existing laws, regulations,  
9 and policies on sexual harassment, sexual  
10 assault, and other sexual misconduct in the  
11 workplace; and

12 (2) not later than 18 months after the date of  
13 the enactment of this Act—

14 (A) submit to the President and the Con-  
15 gress a comprehensive report of the Commis-  
16 sion's findings and conclusions, together with  
17 any recommendations of the Commission to  
18 combat sexual harassment, sexual assault, and  
19 other sexual misconduct in the workplace; and

20 (B) conduct a hearing on the Commission's  
21 report and recommendations.

22 **SEC. 4. MEMBERSHIP.**

23 (a) **NUMBER AND APPOINTMENT.**—The Commission  
24 shall be composed of 11 members, at least 6 of whom shall

1 be women, appointed not later than 45 days after the date  
2 of the enactment of this Act, as follows:

3 (1) The majority leader and minority leader of  
4 the Senate shall each appoint two members.

5 (2) The Speaker and the minority leader of the  
6 House of Representatives shall each appoint two  
7 members.

8 (3) The President shall appoint three members.

9 (b) QUALIFICATIONS.—Each person nominated to the  
10 Commission shall be knowledgeable on sexual harassment,  
11 sexual assault, or other sexual misconduct or related dis-  
12 crimination in the workplace.

13 (c) TERMS.—

14 (1) IN GENERAL.—Each member shall be ap-  
15 pointed for the life of the Commission.

16 (2) VACANCIES.—Any vacancy shall not affect  
17 the power and duties of the Commission, but shall  
18 be filled in the same manner as the original appoint-  
19 ment and made within 90 days of a vacancy on the  
20 Commission.

21 (d) CHAIRPERSON; VICE CHAIRPERSON.—

22 (1) ELECTION.—At the initial meeting, the  
23 Commission shall select a Chairperson and Vice  
24 Chairperson from among its members.

1           (2) VICE CHAIRPERSON.—The Vice Chairperson  
2           shall perform the duties of the Chairperson in the  
3           event the Chairperson is absent, steps down, or dies.

4           (e) QUORUM.—Six members of the Commission shall  
5           constitute a quorum.

6           (f) COMPENSATION.—Each Member of the Commis-  
7           sion—

8                   (1) shall not be considered to be a Federal em-  
9           ployee for any purpose by reason of service on the  
10          Commission; and

11                   (2) shall serve without pay.

12          (g) TRAVEL EXPENSES.—Each Member of the Com-  
13          mission shall receive travel expenses, including per diem  
14          in lieu of subsistence, in accordance with sections 5702  
15          and 5703 of title 5, United States Code, while away from  
16          their home or regular place of business in performance of  
17          services for the Commission.

18 **SEC. 5. POWERS.**

19          (a) MEETINGS.—

20                   (1) IN GENERAL.—The Commission shall meet  
21          at the call of the Chairperson or a majority of its  
22          members.

23                   (2) INITIAL MEETING.—Not later than 60 days  
24          after the date of the enactment of this Act, the  
25          Commission shall hold an initial meeting to develop

1 and implement a schedule for completion of the  
2 study, review, and report required under section 3.

3 (b) HEARINGS.—The Commission may hold such  
4 hearings and undertake such other activities as the Com-  
5 mission determines necessary to carry out its duties.

6 (c) OTHER RESOURCES.—

7 (1) DOCUMENTS, STATISTICAL DATA, AND  
8 OTHER SUCH INFORMATION.—The Commission may  
9 secure directly from any department or agency of  
10 the United States information necessary to enable it  
11 to carry out this Act. Upon request of the Chair-  
12 person of the Commission, the head of that depart-  
13 ment or agency shall furnish that information to the  
14 Commission.

15 (2) OFFICE SPACE AND ADMINISTRATIVE SUP-  
16 PORT.—The Administrator of General Services shall  
17 make office space available for day-to-day activities  
18 of the Commission and for scheduled meetings of the  
19 Commission. Upon request, the Administrator shall  
20 provide, on a reimbursable basis, such administrative  
21 support as the Commission requests to fulfill its du-  
22 ties.

23 (d) AUTHORITY TO USE UNITED STATES MAILS.—  
24 The Commission may use the United States mails in the

1 same manner and under the same conditions as other de-  
2 partments and agencies of the United States.

3 (e) **AUTHORITY TO CONTRACT.**—

4 (1) **IN GENERAL.**—To the extent provided in  
5 advance in appropriations Acts, the Commission may  
6 contract with and compensate government and pri-  
7 vate agencies or persons for the conduct of activities  
8 necessary to the discharge of its duties under section  
9 3, without regard to section 6101 of title 41, United  
10 States Code.

11 (2) **TERMINATION.**—A contract, lease, or other  
12 legal agreement entered into by the Commission may  
13 not extend beyond the date of termination of the  
14 Commission.

15 **SEC. 6. STAFF.**

16 (a) **DIRECTOR.**—The Commission shall have a Direc-  
17 tor who shall be appointed and may be removed by a ma-  
18 jority vote of the Commission. The Director shall be paid  
19 at a rate not to exceed the rate of basic pay for level IV  
20 of the Executive Schedule.

21 (b) **STAFF.**—

22 (1) **IN GENERAL.**—The Director may appoint  
23 such personnel as the Director determines to be ap-  
24 propriate. Such personnel shall be paid at a rate not  
25 to exceed the rate of basic pay for level IV of the

1 Executive Schedule and may be removed by the Di-  
2 rector, subject to a majority vote of the members of  
3 the Commission.

4 (2) ADDITIONAL STAFF.—The Commission may  
5 appoint and fix the compensation of such other per-  
6 sonnel as may be necessary to enable the Commis-  
7 sion to carry out its duties, without regard to the  
8 provisions of title 5, United States Code, governing  
9 appointments in the competitive service, and without  
10 regard to the provisions of chapter 51 and sub-  
11 chapter III of chapter 53 of such title relating to  
12 classification and General Schedule pay rates, except  
13 that no rate of pay fixed under this subsection may  
14 exceed the equivalent of that payable to a person oc-  
15 cupying a position at level V of the Executive Sched-  
16 ule.

17 (c) EXPERTS AND CONSULTANTS.—With the ap-  
18 proval of the Commission, the Director may procure tem-  
19 porary and intermittent services under section 3109(b) of  
20 title 5, United States Code.

21 (d) DETAIL OF GOVERNMENT EMPLOYEES.—Upon  
22 the request of the Commission, the head of any Federal  
23 agency may detail, without reimbursement, any of the per-  
24 sonnel of such agency to the Commission to assist in car-  
25 rying out the duties of the Commission. Any such detail

1 shall not interrupt or otherwise affect the civil service sta-  
2 tus or privileges of the personnel.

3 (e) VOLUNTEER SERVICES.—Notwithstanding sec-  
4 tion 1342 of title 31, United States Code, the Commission  
5 may accept and use voluntary and uncompensated services  
6 as the Commission determines necessary.

7 **SEC. 7. SUNSET.**

8 The Commission shall terminate on the date that is  
9 60 days after the date on which the Commission submits  
10 its report to Congress pursuant to section 3(2).

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