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CONGRESSIONAL REPORT



Rep. Mimi Walters discusses issues impacting women-owned small businesses with a local business owner.

**Working
hard for
Orange County**
and making a difference

MIMI★WALTERS
Representing California's 45th District

“We can make positive change if we put our differences aside and work together. That’s my goal as your representative.”



Stopping Congress From Silencing Sexual Harassment Victims

Members of Congress should be banned from using tax dollars to buy silence from sexual harassment victims.

I am a cosponsor of the Congressional Accountability and Hush Fund Elimination Act to prohibit the use of public funds to pay sexual harassment settlements or awards. The bill also requires all sexual harassment settlements made by the Office of Compliance (OOC) to be made public while prohibiting disclosure of a victim’s identity.



This bill prohibits the use of nondisclosure agreements (NDAs) as a precondition to report sexual harassment claims. Victims who previously signed an NDA would have the right to make their allegations public, if they so choose.

The use of taxpayer funds to pay sexual harassment settlements is unacceptable and must end. Members of Congress and staff serve the American people. Inappropriate behavior conducted by public servants should not be covered up with secretive payments using public funds. The victims, who are currently required to sign nondisclosure agreements, are silenced while their harassers can continue to serve under a cloak of secrecy.

Providing Flexible Work Schedules to Help Busy Parents

Everyone’s schedule is busier these days, which is why we need to provide more options for paid leave and flexible hours.

I’ve introduced the Workflex in the 21st Century Act, also known as the Workflex bill, to help employees strike a better work-life balance.

Studies have shown that employees want a workplace that supports both their personal and professional responsibilities. Employers who choose to adopt a workflex plan would be required to ***provide paid leave to all employees and offer all employees the option to participate in at least one of six flexible scheduling options, such as telework or predictable scheduling.*** Importantly, paid leave could be used as employees see fit: there are no restrictions.



We’re all leading increasingly busy lives at home and at work. Hard-working parents deserve to have scheduling options that will help them find a better work-life balance.

Under my bill, employees could spend more time with their families and in their communities, while working for an employer that understands their needs.

“Harassment and discrimination have no place in society, especially not in the halls of Congress.”



“As our kids grow up and our parents age, being able to adjust work schedules to accommodate personal responsibilities is a must.”