

H.R. 2704, Improving VA Accountability to Prevent Sexual Harassment and Discrimination Act of 2021

As ordered reported by the House Committee on Veterans' Affairs on May 4, 2021

By Fiscal Year, Millions of Dollars	2021	2021-2026	2021-2031
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	*	not estimated
Statutory pay-as-you-go procedures apply?	No	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No

* = between zero and \$500,000.

H.R. 2704 would change the way the Department of Veterans Affairs (VA) reviews and processes complaints of sexual harassment. Complaints of all forms of workplace harassment and discrimination are processed and investigated by VA's Equal Employment Opportunity (EEO) office.

The bill would stipulate that VA's EEO Director cannot also oversee other personnel functions, and it would change the official to whom EEO program managers at VA's subagencies report. In addition, VA managers who receive any complaint related to sexual harassment, other harassment, or employment discrimination would be required to report such cases within two business days. The bill also would require VA to provide annual training on identifying and addressing all forms of workplace harassment and employment discrimination. Finally, VA would be directed to review its policies relating to harassment and employment discrimination each year and report to the Congress on progress toward meeting the bill's requirements.

According to the Government Accountability Office, VA already is implementing many of the bill's requirements and most should be completed by the end of fiscal year 2021.



Because VA already is implementing most of the bill's requirements, any incremental changes required would increase costs by insignificant amounts, CBO estimates. Such spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Logan Smith. The estimate was reviewed by Leo Lex, Deputy Director of Budget Analysis.