

# Congress of the United States

Washington, DC 20515

December 15, 2022

The Honorable Gary Gensler, Chairman  
U.S. Securities and Exchange Commission  
100 F Street, NE  
Washington, DC 20549

Dear Chairman Gensler:

We write to urge the Securities and Exchange Commission (SEC) to consider rulemaking to help combat workplace harassment by requiring publicly-traded companies to disclose on annual financial filings the number and aggregate amounts of settlements, judgements, and awards with respect to workplace harassment, including sexual harassment and assault. Public reporting on such business expenses will help shareholders and consumers make relevant investment decisions and will incentivize corporations to foster safer and more respectful workplaces.

According to the Equal Employment Opportunity Commission (EEOC), one in three women has experienced harassment in the workplace. Workplace harassment and assault force many people, especially women, to leave their job, or industry completely, due to an unsafe work environment. These situations negatively impact the health and safety of workers, and consumers, as well as the value of corporations.

In recent years, the EEOC has recovered nearly \$300 million for survivors of workplace harassment through either resolved charges or litigation. This figure is likely dwarfed by millions of dollars that companies are spending litigating or secretly settling workplace harassment and assault claims.

The SEC's stated mission is, in part, to make sure that the public and shareholders have the timely, accurate, and complete information they need to make confident and informed decisions about when or where to invest. By informing shareholders and the public about expenses related to harassment and assault disputes, the SEC will be able to improve accountability for these companies and incentivize them to prevent workplace harassment and assault.

The good news is that the SEC has existing authority to require publicly-traded companies to disclose on annual filings the number of settlements, judgements, and aggregate settlement amounts with respect to workplace harassment and assault. Requiring this type of reporting would build on the SEC's existing work in improving transparency of corporate practices. For example, on March 21, 2022, the SEC proposed the "Enhancement and Standardization of Climate-Related Disclosures for Investors" rule to require publicly-traded companies to provide certain climate-related information in their annual reports.

We must tackle workplace harassment and assault and the culture of secrecy that enables abuse. Under the SEC's existing authority and reporting requirements, we urge you to harness its power to improve transparency, hold corporations accountable, and incentivize safer, more respectful workplaces. If we can be of any assistance or if you have any questions, please contact Jaqlyn Alderete in the Office of Congresswoman Lois Frankel at [Jaqlyn.Alderete@mail.house.gov](mailto:Jaqlyn.Alderete@mail.house.gov) or (202) 225-9890.

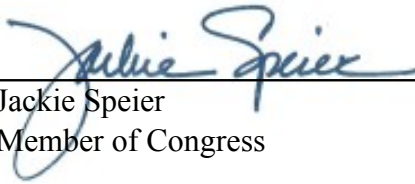
Sincerely,



Lois Frankel  
Member of Congress



Eleanor Holmes Norton  
Member of Congress



Jackie Speier  
Member of Congress



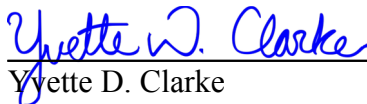
Dina Titus  
Member of Congress



Darren Soto  
Member of Congress



Katie Porter  
Member of Congress



Yvette D. Clarke  
Member of Congress



Sylvia R. Garcia  
Member of Congress




Sheila Jackson Lee  
Member of Congress



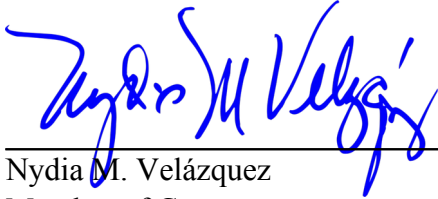
Rashida Tlaib  
Member of Congress



Barbara Lee  
Member of Congress



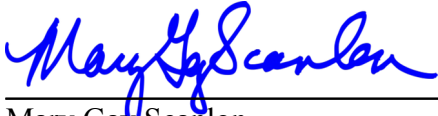
Cheri Bustos  
Member of Congress



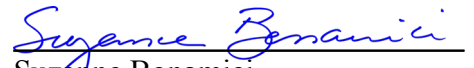
Nydia M. Velázquez  
Member of Congress



Veronica Escobar  
Member of Congress



Mary Gay Scanlon  
Member of Congress



Suzanne Bonamici  
Member of Congress



Nikema Williams  
Member of Congress



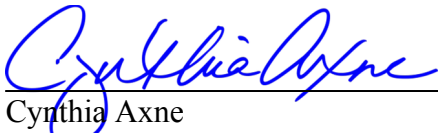
Kathy Castor  
Member of Congress



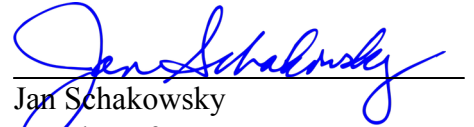
Earl Blumenauer  
Member of Congress



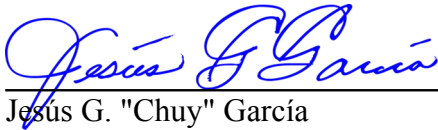
Bonnie Watson Coleman  
Member of Congress



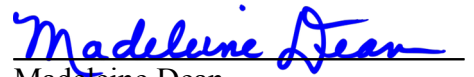
Cynthia Axne  
Member of Congress



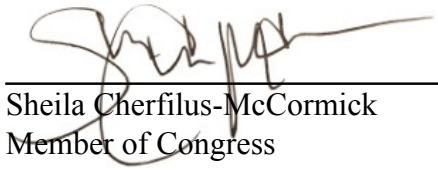
Jan Schakowsky  
Member of Congress



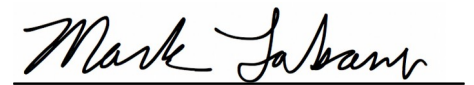
Jesus G. "Chuy" García  
Member of Congress



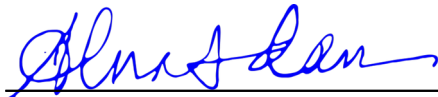
Madeleine Dean  
Member of Congress



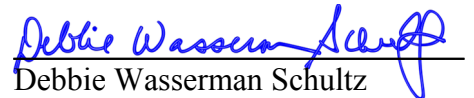
Sheila Cherfilus-McCormick  
Member of Congress



MARK TAKANO  
Member of Congress



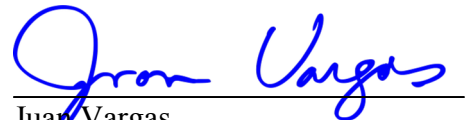
Alma S. Adams, Ph.D.  
Member of Congress



Debbie Wasserman Schultz  
Member of Congress



Marie Newman  
Member of Congress



Juan Vargas  
Member of Congress



---

Joyce Beatty  
Member of Congress



---

Alexandria Ocasio-Cortez  
Member of Congress



---

Debbie Dingell  
Member of Congress

*André Carson*

---

André Carson  
Member of Congress



---

Lisa Blunt Rochester  
Member of Congress



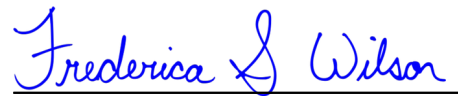
---

Adriano Espaillat  
Member of Congress



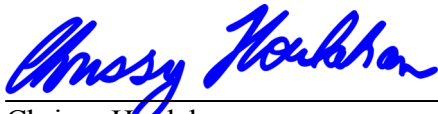
---

Carolyn B. Maloney  
Member of Congress



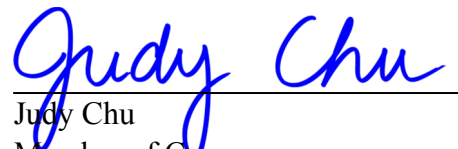
---

Frederica S. Wilson  
Member of Congress



---

Chrissy Houlahan  
Member of Congress



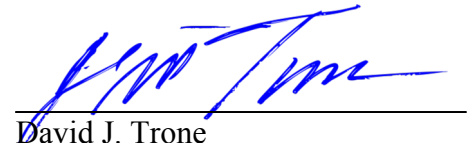
---

Judy Chu  
Member of Congress



---

Grace Meng  
Member of Congress



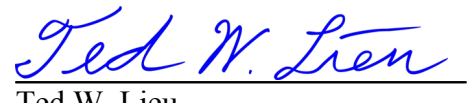
---

David J. Trone  
Member of Congress



---

Stephen F. Lynch  
Member of Congress



---

Ted W. Lieu  
Member of Congress



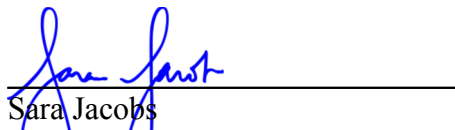
---

James P. McGovern  
Member of Congress



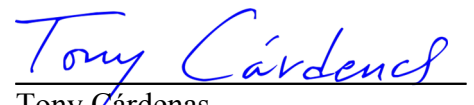
---

Ann McLane Kuster  
Member of Congress




---

Sara Jacobs  
Member of Congress




---

Tony Cárdenas  
Member of Congress



---

Nanette Diaz Barragán  
Member of Congress

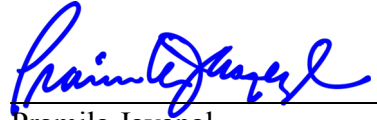


---

Brenda L. Lawrence  
Member of Congress



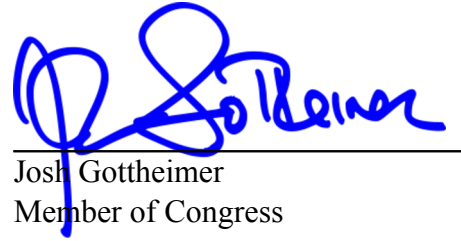
Deborah K. Ross  
Member of Congress



Pramila Jayapal  
Member of Congress



Tom Malinowski  
Member of Congress



Josh Gottheimer  
Member of Congress



Henry C. "Hank" Johnson, Jr.  
Member of Congress




Susie Lee  
Member of Congress



David N. Cicilline  
Member of Congress



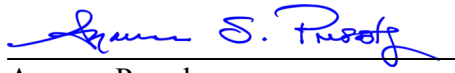
Bill Foster  
Member of Congress



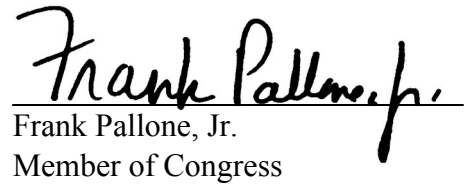
Sean Casten  
Member of Congress



Teresa Leger Fernández  
Member of Congress



Ayanna Pressley  
Member of Congress



Frank Pallone, Jr.  
Member of Congress