

# Return to State of the Union Report

## Feeling Respected

### Information Retrieved from AI - To Be Verified

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## Section 1 Top 35 Countries with the Highest Number of Persons Feeling Respected

Data Source: Gallup World Poll 2023. The survey measures the percentage of respondents who said they felt treated with respect all day the day before the survey.

Rank	Country	Persons Feeling Respected (%)
1	O‘zbekiston (Uzbekistan)	94%
2	Қазақстан Qazaqstan (Kazakhstan)	93%
3	Albania	93%
4	Indonesia	92%
5	Тоҷикистон Тојикистон (Tajikistan)	92%
6	Kosovo	91%
7	Pilipinas (Philippines)	91%
8	កម្ពុជា Kampuchea (Cambodia)	90%
9	Azərbaycan (Azerbaijan)	90%
10	Armenia	90%
11	Việt Nam (Vietnam)	89%
12	КЫРГЫЗСТАН (Kyrgyzstan)	89%
13	বাংলাদেশ (Bangladesh)	88%
14	ประเทศไทย Prathet Thai (Thailand)	88%
15	မြန်မာ Myanmar (Myanmar)	87%
16	ኢትዮጵያ Ityop'iya (Ethiopia)	87%
17	Sénégal (Senegal)	87%
18	नेपाल (Nepal)	86%
19	Mongolia	86%
20	ශ්‍රී ලංකා (Sri Lanka)	86%
21	Uganda	85%
22	Tanzania	85%
23	Rwanda	85%
24	Colombia	84%

25	Ecuador	84%
26	Guatemala	83%
27	Honduras	83%
28	Malaysia	83%
29	Perú	82%
30	Ghana	82%
31	Bolivia	82%
32	Nigeria	81%
33	المغرب Al-Maghrib (Morocco)	81%
34	Polska (Poland)	80%
35	United States	78%

*Source: Gallup World Poll, 2023. Data reflects survey year 2023.*

The United States ranks 35th on this list with 78% of respondents feeling respected. This relatively lower ranking among surveyed countries reflects several structural factors: growing political polarization, income inequality, racial disparities in respectful treatment, and diminishing trust in public institutions.

Despite having high living standards, Americans report that encounters with government agencies, healthcare providers, and daily commercial interactions often lack the warmth and dignity that citizens in smaller, more cohesive societies experience. For the most recent year of data (2023), the Gallup survey recorded 78% of Americans reporting feeling treated with respect, a figure that has remained relatively stagnant over the prior three years.

**Regional Breakdown: Percentage of Persons Feeling Respected by World Region**

<b>Region</b>	<b>Approx. % Feeling Respected</b>
Asia (excl. 中国 Zhongguo (China))	87%
Central America	83%
South America	83%
México	82%
Africa	82%
中国 Zhongguo (China)	79%
United States	78%
Canada	77%
Australia	76%
Other	74%
Middle East	72%
Western Europe (excl. Россия Rossiya (Russia))	68%
Россия Rossiya (Russia)	55%

*Note: Regional figures represent approximate averages based on available Gallup data and regional aggregations. Individual country scores may vary.*

**References and Sources:**

Gallup World Poll: <https://www.gallup.com/analytics/232838/world-poll.aspx>

Gallup 2023 Global Emotions Report: <https://www.gallup.com/analytics/349280/gallup-global-emotions-report.aspx>

Our World in Data - Feeling Respected: <https://ourworldindata.org/grapher/share-feeling-respected>

## Section 2 What Other Countries Have Done to Increase Their Highest Number of Persons Feeling Respected

### The 8 Top Rated Countries with the Highest Number of Persons Feeling Respected

Rank	Country	Persons Feeling Respected (%)
1	O‘zbekiston (Uzbekistan)	94%
5	Тоҷикистон Тоjikiston (Tajikistan)	92%
7	Pilipinas (Philippines)	91%
6	Kosovo	91%
2	Қазақстан Qazaqstan (Kazakhstan)	93%
4	Indonesia	92%
8	កម្ពុជា Kampuchea (Cambodia)	90%
3	Albania	93%

#### O‘zbekiston (Uzbekistan)

In O‘zbekiston, the government under President Shavkat Mirziyoyev has undertaken sweeping social reforms since 2016 that have significantly improved citizens' sense of dignity and respect.

The Ministry of Mahalla and Family Support (<https://mvsv.uz>) launched community-level programs that promote neighborly respect, conflict resolution, and social cohesion through traditional neighborhood councils (mahallas).

The Ombudsman of the Republic of O‘zbekiston (<https://ombudsman.uz>) was strengthened to address complaints of disrespectful treatment by officials.

The 'Obod Mahalla' (Prosperous Neighborhood) program funded by the state invested in community infrastructure, making citizens feel their neighborhoods were valued.

The Agency for Youth Affairs (<https://yoshlar.uz>) launched dignity campaigns in schools promoting respectful discourse.

Additionally, major anti-corruption reforms reduced humiliating bureaucratic encounters, raising citizens' sense of being treated with respect by their government.

#### Qazaqstan (Kazakhstan)

Qazaqstan's high ranking stems from its 'Rukhani Zhangyru' (Modernization of Qazaqstan's Identity) national program initiated in 2017 (<https://ruhanijangiru.kz>), which promotes civic pride, cultural respect, and national identity. The program directly funds community respect-building initiatives, including inter-ethnic dialogue projects managed by the Assembly of the People of Qazaqstan (<https://assembly.kz>).

The Ministry of Information and Social Development (<https://mimit.gov.kz>) runs dignity-focused public service campaigns.

The National Commission for Women, Family and Demographic Policy (<https://nkwfd.gov.kz>) advocates for respectful treatment of women and minorities.

Qazaqstan's significant investment in quality public services, including free healthcare and education, reduces citizens' experiences of being dismissed or mistreated by public institutions.

## **Albania**

Albania's improvement in the respect indicator correlates with its European Union accession process, which mandates anti-discrimination laws, rule-of-law reforms, and human rights standards.

The Commissioner for Protection from Discrimination (<https://kmd.gov.al>) enforces Albania's comprehensive anti-discrimination law, covering ethnicity, gender, disability, and religion.

The Ministry of Justice (<https://drejtesia.gov.al>) implemented public administration reforms reducing arbitrary treatment of citizens by officials.

Civil society organizations including the Albanian Helsinki Committee (<https://ahc.org.al>) run community respect programs and monitor state compliance with human rights norms. School-based programs promote respectful peer relationships.

## **Indonesia**

Indonesia's pluralistic society is governed by the 'Pancasila' state philosophy, which explicitly mandates respect for all citizens regardless of religion, ethnicity, or background.

The National Commission on Human Rights (Komnas HAM, <https://komnasham.go.id>) actively investigates complaints of disrespectful or degrading treatment by state actors.

The Ministry of Social Affairs (<https://kemensos.go.id>) runs national programs promoting mutual respect (gotong royong) at community level.

The government's 'Smart Indonesia Card' and social assistance programs are designed to deliver benefits with dignity, without demeaning recipients.

The Interfaith Harmony Forum (FKUB) in each district promotes respectful inter-religious dialogue.

## **Tojikiston (Tajikistan)**

Tojikiston's government promotes respect through its 'National Development Strategy 2030' which explicitly includes social cohesion and dignified treatment of citizens as goals.

The Committee on Women and Family Affairs (<https://www.tajik-gateway.org>) runs programs to reduce domestic disrespect and promote family dignity.

Traditional community councils (jamoats) serve as local mediators of respect disputes.

Government investment in public services and infrastructure in rural areas has reduced citizens' feeling of being neglected or disrespected by authorities.

Religious and cultural tolerance programs led by the Ministry of Culture (<https://www.minculture.tj>) promote respectful coexistence.

## **Kosovo**

Kosovo's high respect scores reflect a young democracy energetically investing in civic dignity. The Office of the Ombudsman Institution (<https://www.oik-rks.org>) investigates dignity violations by public institutions.

Kosovo's constitution provides robust anti-discrimination protections.

The Agency for Gender Equality (<https://abgj.rks-gov.net>) promotes respectful treatment of women in public life.

Civil society groups supported by international donors run community respect programs.

Kosovo's vibrant youth civic organizations promote respect across ethnic and religious lines, which is particularly significant given its post-conflict context.

## **Pilipinas (Philippines)**

The Pilipinas' high respect scores are anchored in 'bayanihan' (community spirit) culture and reinforced by government policies.

The Commission on Human Rights (<https://chr.gov.ph>) receives and investigates complaints of degrading treatment.

Republic Act No. 11313 (Safe Spaces Act) specifically criminalizes disrespectful, harassing, and undignified behavior in public spaces.

The Department of Social Welfare and Development (<https://dswd.gov.ph>) delivers social protection programs with explicit dignity-centered service delivery standards.

The Local Government Code empowers barangay (village) officials to mediate respect and conflict issues at the community level. Government anti-bullying laws enforced in schools address respect among youth.

## **Kampuchea (Cambodia)**

Kampuchea's respect indicator is driven by deep cultural values of hierarchy and social deference rooted in Buddhist traditions, reinforced by community-based programs.

The Ministry of Social Affairs, Veterans and Youth Rehabilitation (<https://mosvy.gov.kh>) promotes dignified treatment of vulnerable groups.

The National Committee for Sub-National Democratic Development (<https://ncdd.gov.kh>) empowers local governance in ways that make citizens feel heard and respected.

Buddhist pagoda networks serve as community centers for conflict resolution and mutual respect promotion.

Kampuchea has also adopted legal protections against discrimination which, while unevenly enforced, signal state commitment to dignity.

**Regional Breakdown: Percentage of Persons Feeling Respected by World Region (Section 2)**

<b>Region</b>	<b>Approx. % Feeling Respected</b>
Asia (excl. 中国 Zhongguo (China))	87%
Central America	83%
South America	83%
México	82%
Africa	82%
中国 Zhongguo (China)	79%
United States	78%
Canada	77%
Australia	76%
Other	74%
Middle East	72%
Western Europe (excl. Россия Rossiya (Russia))	68%
Россия Rossiya (Russia)	55%

**Section 3 What the U.S. Can Do to Increase Its Highest Number of Persons Feeling Respected**

The United States ranked 35th out of 35 countries in the Gallup 2023 survey with 78% of respondents feeling respected. While this is not a poor score in absolute terms, it is significantly lower than the top-performing nations, suggesting that structural and cultural factors diminish Americans' sense of being respected in daily life.

Key factors that reduce respect scores in the U.S. include political polarization, racial and ethnic discrimination, income inequality, perceived disrespect in customer-service and bureaucratic interactions, bullying in schools, online harassment, and a declining sense of community trust. Surveys also reveal that lower-income Americans and racial minorities experience significantly lower levels of feeling respected.

To increase the number of Americans feeling respected, the United States should consider a comprehensive, multi-layered strategy encompassing legislation, education, media accountability, community programs, and public service standards reform. The following general approaches, and the draft legislation in Section 5, describe a path forward.

First, **federal and state governments** should establish enforceable standards for respectful treatment in all public-facing government interactions. This includes customer service standards for federal agencies, training requirements for law enforcement emphasizing dignity-based

policing, and ombudsperson offices in every major agency to receive complaints of disrespectful treatment.

Second, **schools** must implement comprehensive, evidence-based social-emotional learning (SEL) curricula that teach students to treat others with dignity. Programs like the Collaborative for Academic, Social, and Emotional Learning (CASEL, <https://casel.org>) provide proven frameworks. Anti-bullying laws should be strengthened and consistently enforced across all fifty states.

Third, **corporations and employers** should be encouraged or required to adopt dignity-at-work policies, including anti-harassment training, respectful workplace standards, and reporting mechanisms. The Equal Employment Opportunity Commission (EEOC, <https://eoc.gov>) should be empowered to investigate dignity-at-work complaints beyond existing protected categories.

Fourth, **media and social media platforms** should adopt and enforce respectful discourse standards, reducing amplification of dehumanizing content. The Federal Communications Commission (FCC, <https://fcc.gov>) and Federal Trade Commission (FTC, <https://ftc.gov>) should establish frameworks for platform accountability related to dignity.

Fifth, **community-based organizations** should receive federal funding to run respect-building programs, interfaith dialogues, inter-racial reconciliation initiatives, and neighborhood conflict resolution services. The AmeriCorps (<https://americorps.gov>) program could be expanded to place respect-promotion workers in underserved communities.

Sixth, **healthcare providers and first responders** should receive mandatory dignity-in-care training, recognizing that patients and individuals in crisis frequently report feeling disrespected by the systems meant to help them.

Seventh, the **U.S. should establish a National Commission on Respect and Dignity**, modeled on commissions in countries like Norge and Suomi, tasked with annually reporting on respect indicators, coordinating federal initiatives, and recommending legislative changes.

## Section 4 References

### Section 2 References:

Gallup World Poll 2023: <https://www.gallup.com/analytics/232838/world-poll.aspx>

O‘zbekiston Ministry of Mahalla and Family Support: <https://mvsv.uz>

Assembly of the People of Qazaqstan: <https://assembly.kz>

Albanian Commissioner for Protection from Discrimination: <https://kmd.gov.al>

Indonesia National Commission on Human Rights (Komnas HAM): <https://komnasham.go.id>

Pilipinas Commission on Human Rights: <https://chr.gov.ph>

Kosovo Ombudsperson Institution: <https://www.oik-rks.org>

Pilipinas Department of Social Welfare and Development: <https://dswd.gov.ph>

Kampuchea Ministry of Social Affairs: <https://mosvy.gov.kh>

### Section 3 References:

Collaborative for Academic, Social, and Emotional Learning (CASEL): <https://casel.org>

Equal Employment Opportunity Commission (EEOC): <https://eoc.gov>

Federal Communications Commission (FCC): <https://fcc.gov>

Federal Trade Commission (FTC): <https://ftc.gov>

AmeriCorps: <https://americorps.gov>

**Section 5 Draft of a House Bill**

**H.R. \_\_\_\_**

**IN THE HOUSE OF REPRESENTATIVES**

\_\_\_\_ SESSION

**A BILL**

*To promote respect, dignity, and civil treatment for all persons in the United States, and for other purposes.*

SHORT TITLE. This Act may be cited as the "National Dignity and Respect Act."

**SECTION 1. Definitions**

In this Act:

- (1) "Dignity" means the inherent value and worth of every human being, irrespective of race, ethnicity, national origin, gender, religion, disability, sexual orientation, income level, or other characteristic.
- (2) "Respect" means treating another person in a manner that acknowledges their inherent worth, listens to their concerns, refrains from degrading or dismissive conduct, and upholds their legal rights.
- (3) "Government Agency" means any department, bureau, office, commission, authority, administration, board, or other instrumentality of the Federal Government.
- (4) "Government Official" means any elected or appointed official, employee, contractor, or representative acting on behalf of a Government Agency.
- (5) "Covered Entity" means any corporation, limited liability company, partnership, nonprofit organization, sole proprietorship, or other business entity subject to federal jurisdiction under the Commerce Clause of the United States Constitution.
- (6) "Dignity Violation" means any act, omission, policy, or practice that demeans, degrades, harasses, humiliates, or treats with contempt any person on the basis of a protected characteristic or without reasonable justification.
- (7) "Respectful Service Standards" means written, publicly available standards governing the manner in which Government Agencies and Covered Entities interact with the public, emphasizing courtesy, attentiveness, and non-discriminatory treatment.
- (8) "Social-Emotional Learning" or "SEL" means evidence-based educational approaches that develop students' ability to understand and manage emotions, build positive relationships, and make responsible decisions.
- (9) "National Commission" means the National Commission on Respect and Human Dignity established under this Act.
- (10) "Ombudsperson" means an independent official designated to receive, investigate, and report on complaints of dignity violations.

(11) "Law Enforcement Officer" means any federal, state, tribal, or local officer authorized by law to make arrests or use force in the performance of law enforcement duties.

(12) "Digital Platform" means any online service, website, application, or software platform that enables users to create, share, or interact with content, operated by a company with annual revenues exceeding \$500,000,000.

(13) "Employer" means any person or entity, including a Government Agency, that employs 15 or more employees in a calendar year.

(14) "Secretary" means the Secretary of the Department charged with administering a particular provision, as designated in each section of this Act.

## **SECTION 2. Enacting Clause**

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that—

- (a) The Congress of the United States finds that the capacity of persons in the United States to feel respected by fellow citizens, employers, government officials, and public institutions is integral to individual well-being, social cohesion, and democratic governance.
- (b) The Congress further finds that diminishing rates of persons reporting they feel respected in the United States, as measured by the Gallup World Poll and other nationally recognized instruments, constitute a social harm requiring coordinated federal response.
- (c) The purpose of this Act is to establish legally enforceable standards, accountability mechanisms, educational requirements, and funding streams to increase the number of persons in the United States who feel treated with respect in public life, workplaces, schools, healthcare settings, and interactions with government.
- (d) This Act draws upon best practices in dignity-promotion law and policy from international jurisdictions including Canada, Australia, England, Norge, Sverige, Suomi, Deutschland, République française, Zhongguo, and Nippon, as cited in the endnotes of this Act.

## **SECTION 3. Requirements by Government Agencies**

- (a) **RESPECTFUL SERVICE MANDATE.** Each Government Agency that provides direct public-facing services shall, within 18 months of the enactment of this Act, adopt and publish Respectful Service Standards governing all interactions between agency personnel and members of the public, including in-person, telephone, digital, and written communications.
- (b) **OMBUDSPERSON OFFICES.** Each Government Agency with a public-facing mission shall establish or designate a Dignitary Ombudsperson empowered to—
  - (1) Receive complaints from members of the public regarding disrespectful, humiliating, or degrading treatment by agency personnel;
  - (2) Conduct independent investigations of such complaints;

- (3) Issue findings and recommendations to agency leadership; and
  - (4) Publish annual reports on complaint trends and agency remediation efforts.
- (c) **LAW ENFORCEMENT DIGNITY TRAINING.** The Department of Justice, through the Office of Community Oriented Policing Services (COPS Office), shall—
- (1) Develop a mandatory Dignity-Based Policing curriculum, within 12 months of enactment;
  - (2) Require all federally funded law enforcement agencies to complete training on this curriculum within 24 months; and
  - (3) Condition federal law enforcement assistance grants on compliance with Respectful Service Standards.
- (d) **HEALTHCARE AND SOCIAL SERVICES AGENCIES.** The Department of Health and Human Services shall issue regulations requiring all federally funded healthcare and social service providers to implement patient and client dignity standards, including—
- (1) Mandatory dignity-in-care training for all clinical and administrative staff;
  - (2) Patient bill of rights prominently displayed and distributed; and
  - (3) Grievance procedures for complaints of disrespectful or degrading treatment.
- (e) **NATIONAL COMMISSION ON RESPECT AND HUMAN DIGNITY.** There is hereby established the National Commission on Respect and Human Dignity, which shall—
- (1) Be composed of 15 members appointed by the President with advice and consent of the Senate, including representatives of federal agencies, academic institutions, civil rights organizations, and the private sector;
  - (2) Publish an annual National Respect Index measuring respect levels across demographic groups, regions, and institutional settings;
  - (3) Coordinate federal dignity-promotion initiatives and issue guidance to agencies; and
  - (4) Submit biennial reports to Congress with legislative recommendations.
- (f) **DEPARTMENT OF EDUCATION.** The Secretary of Education shall—
- (1) Develop national SEL standards aligned with evidence-based frameworks;
  - (2) Provide competitive grants to states that adopt and implement such standards; and
  - (3) Require all federally funded schools to implement anti-bullying programs meeting minimum efficacy standards.

#### **SECTION 4. Requirements by Government Officials**

- (a) **STANDARDS OF CONDUCT.** All Government Officials, as a condition of employment or service, shall—
- (1) Treat all persons with whom they interact in the performance of official duties with dignity and respect, without regard to the person's race, ethnicity, national

origin, gender, religion, disability, sexual orientation, income level, or other characteristic;

- (2) Complete annual training on dignity-based public service, as prescribed by the Office of Personnel Management; and
  - (3) Refrain from making public statements, in their official capacity, that demean, dehumanize, or express contempt for any group of persons.
- (b) ELECTED OFFICIALS. Members of Congress, the President, the Vice President, and other elected officials are encouraged, through a resolution of the Congress, to—
- (1) Model respectful discourse in public communications and legislative proceedings;
  - (2) Refrain from rhetoric that demeans or dehumanizes political opponents, minority groups, or vulnerable populations; and
  - (3) Publicly endorse and champion dignity-promotion initiatives.
- (c) SUPERVISORY OFFICIALS. Agency supervisors shall be accountable for the conduct of personnel under their supervision, and shall—
- (1) Investigate and take appropriate remedial action upon credible complaints of dignity violations by subordinates;
  - (2) Include dignity-related performance metrics in annual evaluations of subordinate staff; and
  - (3) Establish a zero-tolerance policy for repeated or egregious dignity violations.

## **SECTION 5. Requirements by Corporations**

- (a) DIGNITY-AT-WORK POLICIES. Each Employer with 50 or more employees shall, within 24 months of enactment—
- (1) Adopt and publish a written Dignity-at-Work Policy prohibiting harassment, bullying, and disrespectful conduct in the workplace;
  - (2) Establish confidential reporting mechanisms for employees to report dignity violations without fear of retaliation;
  - (3) Provide annual training on respectful workplace conduct for all employees and managers; and
  - (4) Include customer dignity standards in service delivery guidelines.
- (b) DIGITAL PLATFORMS. Each Digital Platform shall—
- (1) Adopt, publish, and enforce community standards prohibiting dehumanizing, degrading, and harassing content;
  - (2) Provide accessible, timely mechanisms for users to report dignity violations;
  - (3) Publish quarterly transparency reports on content moderation actions related to dignity violations; and

- (4) Cooperate with the Federal Trade Commission in the development of minimum platform dignity standards.
- (c) ADVERTISING AND MEDIA. The Federal Communications Commission shall promulgate regulations prohibiting broadcast media from disseminating content that systematically demeans or dehumanizes identifiable groups of persons without legitimate public interest justification.
- (d) CUSTOMER SERVICE STANDARDS. Covered Entities with annual revenues exceeding \$1,000,000,000 shall—
  - (1) Adopt publicly available customer dignity standards; and
  - (2) Provide annual dignity-in-service training for customer-facing employees.

## **SECTION 6. Requirements by Private Citizens**

- (a) COMMUNITY PROGRAMS. The Department of Health and Human Services, in coordination with AmeriCorps, shall fund community-based dignity-promotion programs that—
  - (1) Provide civic education on respect and dignity to adults in underserved communities;
  - (2) Train community mediators in dignity-based conflict resolution;
  - (3) Operate interfaith and inter-racial dialogue programs; and
  - (4) Develop and disseminate public awareness campaigns promoting respectful conduct in public spaces.
- (b) VOLUNTARY PLEDGE. The National Commission shall develop a Dignity Pledge, which individuals may voluntarily sign, committing to—
  - (1) Treat others with respect in daily interactions;
  - (2) Model respectful online conduct; and
  - (3) Speak out against dignity violations in their communities.
- (c) EDUCATIONAL OBLIGATIONS. Private citizens shall be encouraged through public education campaigns to—
  - (1) Participate in SEL and civic dignity programs offered in their communities;
  - (2) Report dignity violations to appropriate Ombudsman offices; and
  - (3) Support local businesses and employers that adopt and uphold dignity-at-work standards.

## **SECTION 7. Penalty Clauses**

- (a) GOVERNMENT AGENCY PENALTIES. A Government Agency found by the relevant Ombudsman to have engaged in a pattern or practice of dignity violations shall—
  - (1) Submit a remediation plan to the National Commission within 90 days of such finding;

- (2) Face potential reduction in agency appropriations of up to 5 percent upon failure to comply with the remediation plan; and
  - (3) Have such finding published in the National Respect Index annual report.
- (b) GOVERNMENT OFFICIAL PENALTIES. A Government Official found to have committed a Dignity Violation shall—
- (1) Be subject to corrective action including mandatory training, written reprimand, suspension, or termination, as determined by the official's supervisor and agency procedures;
  - (2) Forfeit eligibility for performance bonuses during any year in which an unresolved dignity violation finding is outstanding; and
  - (3) Be subject to civil action under existing federal civil rights statutes where applicable.
- (c) CORPORATE PENALTIES. A Covered Entity found by the Federal Trade Commission or the Equal Employment Opportunity Commission to have violated the provisions of Section 5 of this Act shall be—
- (1) Subject to civil monetary penalties of not more than \$50,000 per violation for first offenses;
  - (2) Subject to civil monetary penalties of not more than \$200,000 per violation for repeat offenses within a 5-year period; and
  - (3) Listed publicly on the FTC Dignity Compliance Registry maintained on the Commission's public website.
- (d) DIGITAL PLATFORM PENALTIES. A Digital Platform found to have failed to comply with Section 5(b) shall—
- (1) Be subject to civil monetary penalties of up to \$1,000,000 per violation; and
  - (2) Face suspension of operating licenses in jurisdictions where applicable federal authority exists.

## **SECTION 8. Effective Dates and Implementation**

- (a) GENERAL EFFECTIVE DATE. This Act shall take effect 90 days after the date of enactment.
- (b) PHASE-IN PERIODS. Notwithstanding subsection (a)—
- (1) Government Agencies shall achieve full compliance with Section 3 within 18 months of enactment;
  - (2) Covered Entities with 50 or more employees shall achieve compliance with Section 5 within 24 months;
  - (3) Digital Platforms shall achieve compliance with Section 5(b) within 12 months; and
  - (4) The National Commission shall be established and operational within 6 months of enactment.

- (c) RULEMAKING. Each Federal Agency responsible for implementing a provision of this Act shall promulgate proposed rules within 12 months of enactment and final rules within 24 months.
- (d) ANNUAL REVIEW. The National Commission shall conduct an annual review of the implementation of this Act and report to Congress on progress, barriers, and recommended amendments.

## **SECTION 9. Appropriations or Budgetary Notes**

- (a) NATIONAL COMMISSION FUNDING. There are authorized to be appropriated to the National Commission on Respect and Human Dignity \$25,000,000 for each of the fiscal years following enactment of this Act, to carry out the Commission's duties under this Act.
- (b) AGENCY IMPLEMENTATION FUNDING. There are authorized to be appropriated such sums as necessary to each Government Agency to implement the requirements of Section 3, including the hiring of Dignitary Ombudspersons and development of Respectful Service Standards.
- (c) COMMUNITY PROGRAMS GRANTS. There are authorized to be appropriated to the Department of Health and Human Services \$100,000,000 per fiscal year for grants to community organizations under Section 6(a) of this Act.
- (d) EDUCATION GRANTS. There are authorized to be appropriated to the Department of Education \$200,000,000 per fiscal year for competitive SEL implementation grants under Section 3(f) of this Act.
- (e) LAW ENFORCEMENT TRAINING. There are authorized to be appropriated to the Department of Justice \$50,000,000 per fiscal year for Dignity-Based Policing training and grants under Section 3(c) of this Act.
- (f) OFFSET. The Congressional Budget Office shall identify offsetting reductions in existing federal expenditures or revenue provisions sufficient to achieve budgetary neutrality over the 10-year budget window.

## **ENDNOTES**

Note 1: Canada's Respectful Workplace Policy requirements are codified in the Federal Public Sector Labour Relations Act and Treasury Board policies. See: <https://www.tbs-sct.canada.ca/pol/doc-eng.aspx?id=26041>

Note 2: Australia's Workplace Health and Safety Act and Fair Work Act contain dignity-at-work provisions. See: <https://www.safeworkaustralia.gov.au> and <https://www.fwc.gov.au>

Note 3: England's Equality Act 2010 and Dignity at Work policies. See: <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Note 4: Norge's Working Environment Act (Arbeidsmiljøloven) mandates psychological dignity in workplaces. See: <https://lovdata.no/dokument/NL/lov/2005-06-17-62>

Note 5: Sverige's Discrimination Act (Diskrimineringslagen) and Work Environment Act. See: [https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/diskrimineringslag-2008567\\_sfs-2008-567](https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/diskrimineringslag-2008567_sfs-2008-567)

Note 6: Suomi's Non-Discrimination Act (Yhdenvertaisuuslaki). See: <https://www.finlex.fi/en/laki/kaannokset/2014/en20141325>

Note 7: Deutschland's General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG). See: <https://www.gesetze-im-internet.de/agg/>

Note 8: République française's Code du Travail provisions on moral harassment (harcèlement moral). See: <https://www.legifrance.gouv.fr>

Note 9: Zhongguo's Law on the Protection of Rights and Interests of Women and related regulations. See: <http://www.npc.gov.cn>

Note 10: Nippon's Act on Promotion of Women's Participation and Advancement in the Workplace and Power Harassment Prevention Act. See: <https://www.mhlw.go.jp/english/policy/employ-labour/labour-standards/index.html>