



The U.S. National Science Foundation
Office of Polar Programs
United States Antarctic Program



USAP Safe and Respectful Work Environment Policy

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Consult the Master List for the most current version.
HARDCOPY NOT CONTROLLED – Verify Effective Date Before Use

1. Purpose

This document establishes the U.S. National Science Foundation (NSF) policy regarding Safe and Respectful Work Environment for the United States Antarctic Program (USAP).

2. Scope

This policy applies to all USAP personnel, whether directly supported or hosted by the USAP, who are deployed to U.S.-managed Antarctic stations, field camps, and vessels. Each of these USAP participants is required to adhere to the terms of this policy.

3. Policy

The United States Antarctic Program (USAP) is committed to providing a safe and respectful work environment, free of any form of harassment, including sexual harassment. All USAP participating organizations take this responsibility very seriously. As harassment can take many forms, definitions and additional context are provided below to assist all USAP organizations and participants in preventing and identifying addressing behaviors that are completely unacceptable.

Harassment is prohibited by Federal law. It is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment.

Sexual Harassment specifically includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when the conduct is made as a condition of employment or when the conduct creates an intimidating, hostile, or offensive working environment.

Harassment, including sexual harassment, unreasonably interferes with an employee's performance, and can create an intimidating, hostile, or offensive work environment. Any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

All USAP personnel are already subject to various policies or rules that prohibit this conduct. For instance, all USAP participants are subject to the USAP Code of Conduct and military personnel are subject to the Uniform Code of Military Justice and applicable service regulations. All personnel are also subject to the various specific anti-harassment policies of their employing organizations.

Additionally, the U.S. National Science Foundation has established practices and procedures for reporting harassment and tracking the report through resolution; these practices and procedures apply to all USAP participants, including grantees when deployed at USAP stations and on research vessels.

If at any time you feel that a member of the Antarctic community, regardless of organizational affiliation, is violating any of these principles and standards you are encouraged to report the concern. You can report issues to your supervisor, principal investigator, department chair, commanding officer, or human resources, ethics or legal representatives, as applicable. You can also contact the U.S. National Science Foundation's Sexual Assault and Harassment Prevention and Response (SAHPR) Office at by contacting saferscience@nsf.gov for support with identifying resources and understanding reporting options.

4. Policy Review

This policy is valid until rescinded. It will be reviewed at an interval of not more than five years.

Signature Approval

Approved by:

Renée V. Ferranti
Senior Advisor

Date