



# Sexual Assault and Harassment Prevention and Response (SAHPR) Task Force: NSF Action Plan Update

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# SAHPR: NSF Action Plan for Antarctica - Highlights

1. Single Communication Point for Sexual Assault/Harassment Matters
  - SAHPR program office established in the Office of Equity and Civil Rights (OECR)
2. Resources for Victims
  - On-ice victim's advocate providing services; awarded a contract to provide an additional 24/7 crisis hotline for phone, text, online chat support
3. Antarctic Site Presence and Visits
  - Conducted 7 in-person listening sessions for community input on SAHPR; 20-30 attendees at each session
  - Currently conducting 8 virtual listening sessions for current and past USAP participants
  - Town Halls with NSF and NSB Leadership at McMurdo and South Pole
4. Increased Vetting
  - Enhanced screening procedures for contractors similar to those for federal employees
  - Increased number of USAP contractors subject to enhanced background investigations
5. Accountability
  - Established POCs with USAP federal and military partners for reporting/monitoring follow-up
6. Improved Training
  - New training module for USAP participants, with a focus on bystander intervention
7. Enhanced Security Measures on the Ice
  - Door viewers are installed in all lodging rooms in McMurdo, SP and Palmer will be complete soon; enhanced controls for key access; additional satellite phones and SAHPR resource instructions have been provided to field teams
8. Director's USAP Task Force on Sexual Assault Harassment
  - Meets weekly and reports to the Director; coordinating cross-agency response



# SAHPR: NSF Action Plan for Antarctica – Looking Ahead

## 1. Operational Updates

- Launch Crisis Hotline – April
- Launch First USAP Climate Survey – Summer

## 2. Supporting the Community – Prevention and Response

- Community Engagement Activities
  - Enhanced communication plan on SAHPR resources
- Prevention and Training Activities – development of:
  - New training resources for supervisors, staff
  - Prevention Toolkit for USAP
- Safety Activities – development of:
  - Safety Planning Template Resource for Supervisors
  - SAHPR-related training on How to Receive/Respond to a Disclosure



# SAHPR: NSF Action Plan for Antarctica – Looking Ahead

## 3. Agency Infrastructure for SAHPR – Major Actions

- Increase OECR SAHPR office staffing – moving from a compliance-focus to a policy and service focus
- Stood up an Incident Review Team (February 2023)
- Establish a data and reporting framework, including a complaint tracking system
- Develop a USAP-wide complaints process template and accountability framework with USAP partners
  - Federal strategy on response coordination
  - Strategy and options for academic partners
  - Develop a strategy for contract requirements that support SAHPR goals
- Develop options to extend USAP support services for agency-wide purposes
- Develop a library of SAHPR policies and best practices

