



# Sexual Assault and Harassment Prevention and Response (SAHPR) Task Force Update

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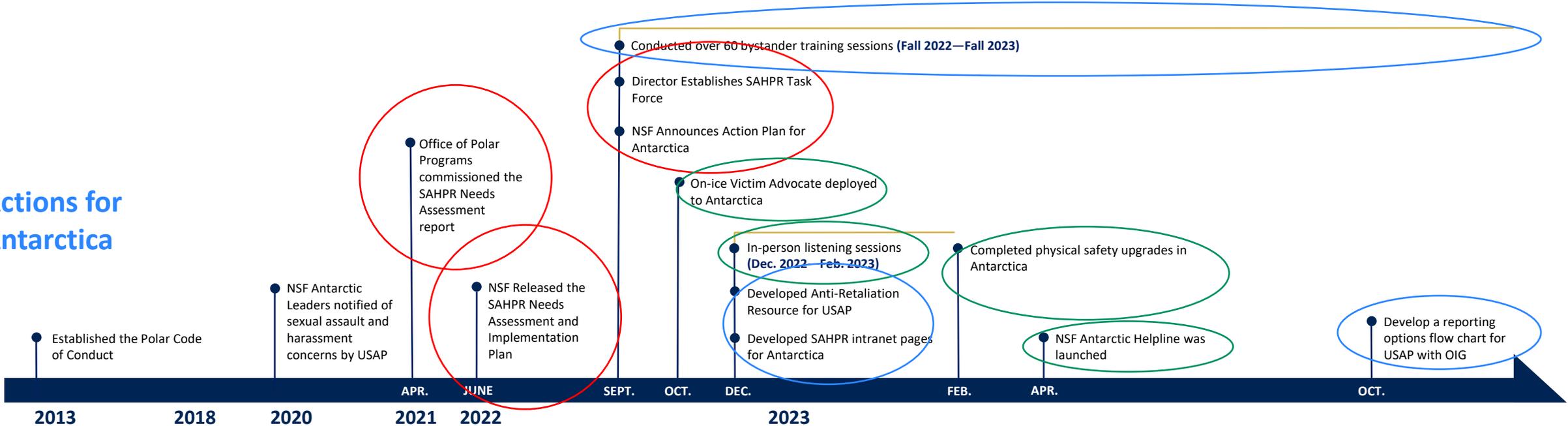
*Renee Ferranti, Special Assistant*

*National Science Board - Open Plenary*

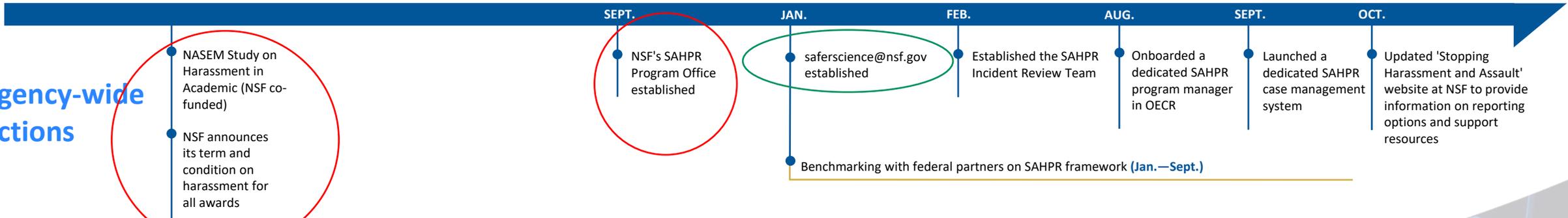
*November 29, 2023*

# Timeline of Action

## Actions for Antarctica



## Agency-wide Actions



# Antarctic Support Contract – NSF's Expectations

- The ASC contractor is expected to adhere to the code of business ethics and integrity as required by the Federal Acquisition Regulation.
- Must communicate and report on its standards, practices, and training related to sexual assault and harassment (inclusive of subcontractors).
- Provide documentation that such procedures are in place.
- All policies and practices that NSF issues in the prime contract are expected to flow down to the subcontractors.



# Antarctic Support Contract Modifications

- September 2022:
  - Reaffirmed that all SAHPR-related commitments must flow to subcontractors.
  - Clarified that reporting on 'significant events' must include sexual assault and harassment.
  - Instituted a new quarterly reporting requirement.
- December 2022
  - Updated the security adjudication process for hiring of employees.
- September 2023
  - Added a SAHPR Office Contact as the agency's POC for reports and complaints to streamline reporting.
  - Clarified expectations for the quarterly report.



# Antarctic Support Contract – Leadership Engagement

Engagement occurs at multiple levels

- Director meets monthly with the new Leidos CEO
- COO meets with Leidos counterpart
- Regular meetings between the NSF Chief Acquisition Officer and their Leidos counterpart
- Programmatic meetings between NSF and Leidos staff



# Listening Sessions with the Community in 2022-2023

- Seven in-person listening sessions in Antarctica
  - October to November 2022
  - 160 participants
- Six virtual listening sessions
  - December 2022 to February 2023
  - 74 participants, including former USAP community members
  - Special sessions for Palmer/Vessels, survivors, South Pole, early career, USAP (general)



# Address organizational and social retaliation

## Follow-up Actions in 2023/2024 Season

1. ASC Prime contract was modified to clarify the scope of required reporting to NSF on contractor investigations of sexual misconduct.
2. Information about where to report complaints of retaliation were sent to all USAP participants, as were reminders that retaliation is prohibited.
3. Social retaliation scenarios were added to Bystander Intervention Training.
4. Focused discussion with new Leidos CEO on ensuring total cooperation on all aspects of reporting and ensuring compliance with expectations on preventing retaliation.

## Planned Future Actions

1. Monthly meetings between the Director and Leidos CEO.
2. New senior HR representative from ASC will be on the ice with a focus on ensuring compliance with retaliation policies.
3. Explore the need for more training for supervisors and employees



# Increase quality of reporting mechanisms

## Follow-up Actions in 2023/2024 Season

1. On-ice confidential Victim Advocate deployed during summer season and virtual during winter season.
2. 24/7 Hotline for USAP participants available using phone, text, and online chat.
3. New requirement that all field stations are equipped with at least two satellite phones.
4. Increased communication with Starlink pilot deployment

## Planned Future Actions

1. Developing public communication on programmatic efforts
2. Continue to enhance streamlined reporting for individuals who experience sexual violence



# Strengthen systems that hold perpetrators accountable

## Follow-up Actions in 2023/2024 Season

1. Executive-level POC in place at USAP federal, military and ASC partners to ensure accountability mechanisms for resolution of sexual misconduct complaints and reports.
2. NSF now requires organizations to certify a Field Safety Plan with proposals that involve field work. NSF is piloting individual PIs submitting Field Safety Plans as part of the merit review process in programs.

## Planned Future Actions

1. Continuous monitoring and modification of contract provisions to strengthen accountability.
2. Continue to collaborate with OIG on their recommendations.



# Address privacy and safety concerns

## Follow-up Actions in 2023/2024 Season

1. In addition to additional satellite phones for field teams, contact cards were created to accompany the satellite phones with critical phone numbers (e.g., victim's advocate).
2. Enhanced screening procedures for employment.

## Planned Future Actions

1. Additional NSF staff and SAHPR support for stations beyond McMurdo as well as research vessels and field sites.
2. CORF investigating external (to NSF) vetting possibilities for employment.



# Engage USAP community members in SAHPR efforts and improve communication with partners

## Follow-up Actions in 2023/2024 Season

1. Information about SAHPR resources clearly available across all stations.
2. SAHPR information added to the landing page of the McMurdo internet.
3. Information about SAHPR resource directly emailed to USAP participants.
4. Saferscience@nsf.gov established and continually monitored.
5. Bystander intervention training required for all USAP participants; special training session was implemented for bartenders at McMurdo

## Planned Future Actions

1. First climate survey will be issued, pending OMB clearance.



# Provide additional SAHPR prevention and response training for supervisors, Pls, and USAP community members

## Follow-up Actions in 2023/2024 Season

1. Managers, supervisors trained to incorporate prevention strategies into their regular staff meetings.
2. In-person bystander intervention conversations took place with several work centers.
3. Victim's advocate participated in regular staff meetings to promote awareness of the new resources.

## Planned Future Actions

1. Continue to update training materials based on feedback from USAP community members.
2. Continue to modify materials with up-to-date research findings and consultations with experts.



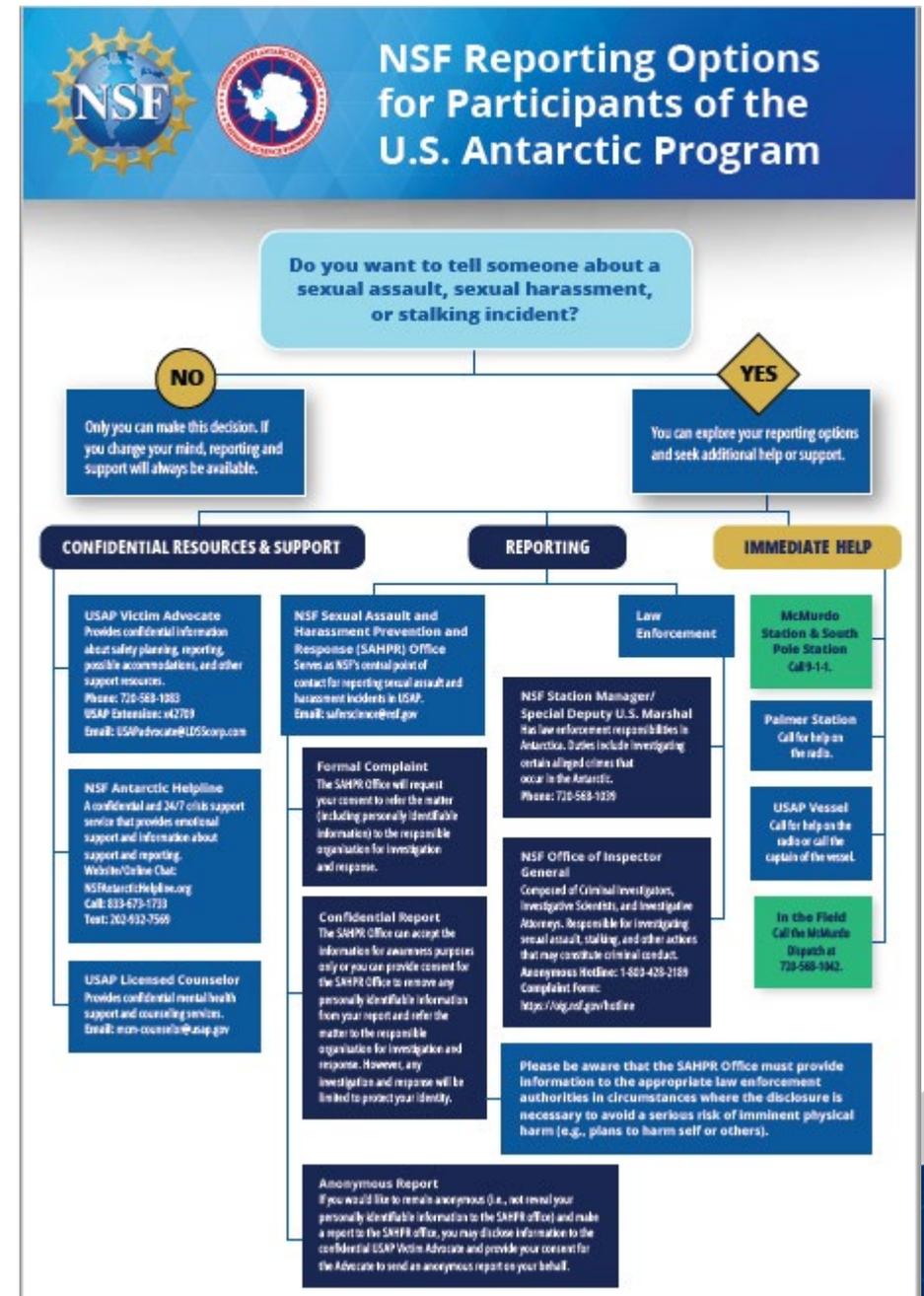
# Operational Updates – Agency Coordination

- Special Assistant to the Director for SAHPR Implementation
  - Renee Ferranti
    - Joins us from the Peace Corps
    - Agency-level Coordination through the Office of the Director
  - Key Functions
    - Coordinate the whole of agency response and implementation of SAHPR to include policies, procedures, and response protocols.
    - Chair the USAP SAHPR Response working group.
    - Represent the agency with White House officials, members of Congress, the National Science Board and other external stakeholders and partners.



# Helping Participants Identify a Reporting Channel

- Be responsive to community needs
- Provide transparency on options
- Provide clear direction
- Feedback loop to streamline and adapt our approach



# CODEL Visit to Antarctica

