



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 at NSF for Sexual Assault/Harassment Matters
 - SAHPR program office established in the Office of Equity and Civil Rights (OECR)
2. Resources for Victims
 - Established 24/7 on-ice advocate to support the community; bolstering with additional 24/7 resources via phone, text, online chat
3. Antarctic Site Presence and Visits
 - Conducted 7 listening sessions for community input on SAHPR; 20-30 attendees at each session
4. Increased Vetting
 - Enhanced screening procedures for contractors similar to that for federal employees
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
 - Peepholes being installed in all lodging rooms; enhanced controls for key access; additional satellite phones and SAHPR resource instructions being 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



Listening Sessions with the USAP Community

- PURPOSE: To get the community's input on the SAHPR report, hear about their observations and experiences, and ask them for their input on what they need
- 7 in-person listening sessions (20-30 attendees each); additional virtual sessions planned in December
- Primarily McMurdo community participants; OPP and OECR did meet informally with some field teams
- What we learned (preliminary observations by NSF staff)
 - NSF's initial steps are slowly helping to rebuild trust; this will take time
 - Community is asking for additional information on SAHPR resources and reporting
 - Environmental changes needed:
 - Increased diversity in USAP
 - Develop a culture of prevention that will be responsive to bullying, harassment of any kind
 - Improve follow-up when incidents occur



Background Slides



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1. Single Communication Point at NSF for Sexual Assault/Harassment Matters

- SAHPR program office established in OECR
- Staffing plans and recruitment of experts underway
- Developing SOPs for coordination on reporting lines with all USAP partners
- Forming the foundation for similar services for the broader NSF community



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2. Resources for Victims

- Highest priority is to provide in-person support
- NSF is continuing existing 24/7 on-ice resources
 - Counselor
 - Chaplain
 - Special Deputy U.S. Marshall at McMurdo
- Established a new 24/7 on-ice advocate
- In negotiations on for support services (telephone, text, online) for additional 24/7 communication channels for the community.



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3. Antarctic Site Presence and Visits

- OECR Deputy Office Head deployed to establish initial SAHPR support functions – first time a civil rights expert has been available on the ice.
- 7 in-person listening sessions (20-30 attendees each); additional virtual sessions planned
- Disseminated information resources to the community before and after the sessions
 - Resource for on-ice advocate to share with survivors on legal remedies for reporting
 - NSF Action Plan update
 - Developing resources in response to community requests on retaliation/reprisal



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4. Increased Vetting

- Federal staff (all agencies) go through federal clearance processes
- Contractors/Subcontractors
 - Must now go through enhanced vetting, similar to federal employees
 - New contract requirements (for both the prime contractor and subcontractors) on requirements on reporting of prior history in the pre-employment phase
- NSF will be developing processes to assess vetting procedures appropriate for grantees and their teams



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5. Accountability

- Identified USAP federal agency and federal and military POCs for managing cross-jurisdictional coordination and follow-up
- Strengthened contract terms and liaison functions with our contractor and their subcontractors
- OECR will manage coordination with academic partners
- New SOPs being developed for accountability functions



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6. Improved Training

- NSF has developed new SA/SH training that is USAP-specific and includes a new module on bystander intervention. All USAP participants must take this training, in addition to what is required by their employers.
- NSF prime contractor has updated their training; they are also now required to conduct an annual review of all subcontractor training to be in alignment with NSF requirements.
- NSF training will include reminder notices throughout the season.
- NSF's on-ice advocate is developing new bystander intervention training to specific types of personnel.
- Managers of large work centers teams in Antarctica have been provided with guidance on discussing SA/SH with their employees.



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7. Enhanced Security Measures on the Ice

- Peepholes
 - 40% of McMurdo lodging rooms have peepholes
 - Materials are on the way for all remaining rooms at all stations; installation will be priority when they arrive
- Key management
 - Enhanced clearance procedures for those with access to master keys
 - Key machine sent to South Pole to facilitate providing keys to all requestors
- Deep field teams
 - Receive two satellite phones per team (up from 1)
 - Teams receive info on SAHPR resources before they leave, and are provided with contact cards on how to access SAHPR resources



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8. Director's USAP Task Force on Sexual Assault Harassment

- Chaired by the COO
- Provides weekly updates to the Director
- Focus is the immediate response plan for the 2022-2023 season
- Membership – To support cross-agency coordination of the Action Plan
 - Office of the Director
 - Office of Equity and Civil Rights
 - Office of the General Counsel
 - Office of Legislative and Public Affairs
 - Office of Budget, Finance and Administration
 - Office of Information Resource Management
 - Directorate for Geosciences and the Office of Polar Programs



Other Related Actions/Issues

1. Congressional Interaction
 - K. Marrongelle will be delivering testimony on December 6.
2. Initiating plans for NAPA Study

