



EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF SCIENCE AND TECHNOLOGY POLICY  
WASHINGTON, D. C. 20503

February 2024

In response to the *CHIPS and Science Act of 2022*, the White House Office of Science and Technology Policy (OSTP) established the National Science and Technology Council (NSTC) Interagency Working Group on Safe and Inclusive STEM Environments (IWG-SISE) with the responsibility to ‘coordinate Federal research agency efforts to reduce the prevalence of sex-based and sexual harassment involving award personnel.’ Pursuant to the legislation, IWG-SISE produced an inventory of policies, procedures, and resources related to preventing and responding to sex-based and sexual harassment.

Please find the inventory below. It includes the following sections:

- Appendix 1: Introduction to the inventory and definitions of policy categories
- Appendix 2: Table categorizing agency policies, with links to publicly available documents
- Appendix 3: Public agency policy documents that are not available online
- Appendix 4: Full hyperlinks for all policies provided in Appendix 2

## **Appendix 1. Inventory of Policies, Procedures, and Resources Related to Preventing and Responding to Sex-Based and Sexual Harassment**

The table below lists the policies, procedures, and resources dedicated to preventing and responding to reports of sex-based and sexual harassment across federal research agencies (Appendix 2). The table references documents for extramural awardees. While all agencies have internal policies regarding sex-based and sexual harassment among employees, this inventory focuses exclusively on agency policies that explicitly reference extramural awardees. In addition, while Title IX prohibits sex-based discrimination in any educational program funded by the federal government, Title IX policies and documents from agencies are not included in the inventory; the inventory catalogues only existing agency-specific policies and activities that apply to extramural research award personnel. All documents are provided in the table as links, “Appendix 2 – Federal Agency Sexual Harassment Policy Inventory.” Appendix 3 denote documents that are public but not available online. In addition, Appendix 4 provides a list of all document names and their associated hyperlinks.

For the purposes of the inventory, general categories were created to group various documents and policies from federal agencies. Some documents include information across multiple categories. The shaded cells indicate that the information provided by the agencies did not explicitly cover this topic. The “Who does this apply to?” column refers to the extramural researchers and individuals identified in the relevant policies who are not agency employees, contractors, or applicants. The “Totals” row refers to the number of total documents identified within each category. The inventory features documents across nine categories:

1. The **Definition of Harassment** category includes documents that explicitly defined the term “harassment.” Official harassment policies often include this definition. Some definitions extended beyond defining “harassment” broadly, including definitions of sexual harassment, inappropriate conduct, and other related terms.
2. **Standards of Behavior** includes any document or policy establishing explicit standards of professional behavior. This can include codes of conduct and/or other written policies, and implementing plans to enforce them.
3. **Official Harassment Policies** are policy documents establishing the agency’s official and legal standards for protecting employees against harassment. In some cases, these policies are codified in law. These official policies are legally binding and lay the foundation for an employee to report harassment and the agency’s response to harassment allegations. In many cases, an agency’s official harassment policy covers multiple categories. For example, an official harassment policy could include the definition of harassment, steps for how to report, and information regarding report response.

4. The **Harassment Prevention** category includes documents pertaining to official efforts to prevent harassment. This can include toolkits, memos, or clauses within harassment policies focused specifically on preventing workplace harassment.
5. **How to Report** includes any documents outlining the existing internal processes within an agency through which harassment may be reported. Documents in this category include actionable and specific information on reporting allegations of harassment, including who within agencies can hear and respond to allegations.
6. The **Report Response** category includes any documents pertaining to how an agency deals with and responds to reports of harassment. The “report response” goes hand in hand with the “how to report” category, and they are often included within the same documents. The key difference is that “how to report” deals with the initial stage of an employee’s ability to file an allegation, while “report response” covers the agency’s approach to dealing with the employee’s allegation.
7. **Training** includes any documents or training programs related to harassment prevention. This includes mandatory trainings as well as optional trainings.
8. **Fact Sheets** includes any brochures, fact sheets, or summary documents that outline the agency’s current efforts and goals in harassment prevention. These fact sheets vary in length, but serve the purpose of providing a summary of the agency’s harassment prevention actions and efforts.
9. **Initiatives, Other** is a miscellaneous category that could include any documents that don’t fall into the previous categories. One example is documents explaining new public-facing initiatives within agencies relating to harassment prevention.

### **Agency Abbreviations**

DHS: Department of Homeland Security

DOC: Department of Commerce

DOD: Department of Defense

DOE: Department of Energy

DOI: Department of the Interior

DOJ: Department of Justice

DOT: Department of Transportation

ED: Department of Education

EPA: Environmental Protection Agency

HHS: Department of Health and Human Services

NASA: National Aeronautics and Space Administration

NIH: National Institutes of Health

NIST: National Institute of Standards and Technology

NOAA: National Oceanic and Atmospheric Administration

NRC: Nuclear Regulatory Commission

NSF: National Science Foundation

SI: Smithsonian Institution

State: Department of State

USAID: United States Agency for International Development

USDA: United States Department of Agriculture

USGS: U.S. Geological Survey

USPTO: United States Patent and Trademark Office

VA: Department of Veterans Affairs



Agency	Definition of Harassment	Standards of Behavior	Official Harassment Policies	Harassment Prevention	How to Report	Report Response	Training	Fact Sheets	Initiatives, Other	Who does this apply to?
EPA	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	<a href="#">Procedure for Addressing Allegations of Workplace Harassment (2015)</a>  <a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>			<a href="#">Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023)</a>	Grantee employees
HHS										
NASA			<a href="#">Reporting Requirements Regarding Findings of Harassment, Sexual Harassment, Other Forms of Harassment, or Sexual Assault (85 Fed. Reg. 47, March 10, 2020)</a>		<a href="#">Harassment and Discrimination Reporting for NASA Employees, Contractors, and Grantee Beneficiaries (n.d.)</a>				<a href="#">Reporting Requirements Regarding Findings of Harassment, Sexual Harassment, Other Forms of Harassment, or Sexual Assault (85 Fed. Reg. 47, March 10, 2020)</a>	Award personnel, PIs, students and postdocs; all grantee employees and beneficiaries

NIH (HHS)	<a href="#">Definitions (2021)</a>		<a href="#">8.1.2 Prior Approval Requirements (2022)</a>  <a href="#">14.6 Public Policy Requirements and Objectives (2022)</a>  <a href="#">8.3 Management Systems and Procedures (2023)</a>  <a href="#">Expectations, Policies, and Requirements (2022)</a>		<a href="#">NIH Process for Handling Allegations of Harassment on an NIH-Funded Project at a Recipient Institution (2023)</a>  <a href="#">Institutional Reporting (2022)</a>  <a href="#">Find Help (2019)</a>	<a href="#">NIH Process for Handling Allegations of Harassment on an NIH-Funded Project at a Recipient Institution (2023)</a>  <a href="#">Institutional Reporting (2022)</a>  <a href="#">What to Expect When Notifying NIH (n.d.)</a>	<a href="#">Addressing Sexual Harassment in Biomedical Science (2020)</a>	<a href="#">Expectations, Policies, and Requirements (2022)</a>  <a href="#">8.3 Management Systems and Procedures (2023)</a>  <a href="#">Updated Requirements for NIH Notification of Removal or Disciplinary Action Involving Program Directors/Principal Investigators or other Senior/Key Personnel (2022)</a>  <a href="#">Plans to Promote Safe Environments at Conferences Supported by NIH Grants and Cooperative Agreements (2022)</a>  <a href="#">NIH Actions and Oversight (2022)</a>  <a href="#">Guidance Regarding Change in Status, Including Absence of PD/PI and Other Key Personnel Named in the Notice of Award (2020)</a>  <a href="#">Data - Harassment and Discrimination Concerns (2023)</a>  <a href="#">Workplace Climate and Harassment Survey (WCHS) (2019)</a>  <a href="#">Changing the culture of science to end sexual harassment (2018)</a>  <a href="#">Congress strengthens NIH's ability to address harassment in NIH-funded activities (2022)</a>  <a href="#">Frequently Asked Questions (FAQs) (n.d.)</a>  <a href="#">Ensuring Safe and Respectful Workplaces Podcast (2023)</a>  <a href="#">Supporting a Safe and Respectful Workplace at Institutions that Receive NIH Funding (2021)</a>	PIs, key personnel, applicants for funding from conferences; NIH award recipient community
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Agency	Definition of Harassment	Standards of Behavior	Official Harassment Policies	Harassment Prevention	How to Report	Report Response	Training	Fact Sheets	Initiatives, Other	Who does this apply to?
NIST (DOC)										
NOAA (DOC)	<a href="#">NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018)</a>		<a href="#">NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018)</a>	<a href="#">NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018)</a>	<a href="#">NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018)</a>	<a href="#">NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018)</a>				PIs, staff personnel, students and postdocs, affiliates
NRC					<a href="#">How to File a Complaint of Discrimination by a Recipient of NRC Financial Assistance (2023)</a>				<a href="#">External Civil Rights Program (2023)</a> <a href="#">Nondiscrimination in Federally Funded Activities (2023)</a> <a href="#">Pre- and Post-Award Compliance Programs (2023)</a> <a href="#">NRC Standard Form 781 (2022)</a> <a href="#">6. Information on Civil Rights Compliance Requirements Imposed as a Condition of Award of NRC Federal Financial Assistance (n.d.)</a>	Applicants and recipients of NRC Federal Financial Assistance, including institutions of higher education, nonprofit organizations, and private corporations



Agency	Definition of Harassment	Standards of Behavior	Official Harassment Policies	Harassment Prevention	How to Report	Report Response	Training	Fact Sheets	Initiatives, Other	Who does this apply to?
NSF	<a href="#">Stopping Harassment and Assault (n.d.)</a>	<a href="#">Stopping Harassment and Assault (n.d.)</a>  <a href="#">Polar Code of Conduct (2023)</a> †	<a href="#">Stopping Harassment and Assault (n.d.)</a>  <a href="#">NSF Proposal &amp; Award Policies &amp; Procedures Guide Chapter XI: Other Post Award Requirements and Considerations (Part A) Non-Discrimination Statutes and Regulations (2023)</a>  <a href="#">NSF Proposal &amp; Award Policies &amp; Procedures Guide Chapter II: Proposal Preparation Instructions (Section E9) Safe and Inclusive Working Environments for Off-Campus or Off-Site Research (2023)</a>	<a href="#">Stopping Harassment and Assault (n.d.)</a>  <a href="#">NSF Proposal &amp; Award Policies &amp; Procedures Guide Chapter II: Proposal Preparation Instructions (Section E9) Safe and Inclusive Working Environments for Off-Campus or Off-Site Research (2023)</a>	<a href="#">Stopping Harassment and Assault (n.d.)</a>	<a href="#">Stopping Harassment and Assault (n.d.)</a>	<a href="#">TH151 - Making Remote Fieldwork Environments More Welcoming, Safe, and Equitable: Progress and Needs for Action (2023)</a>  <a href="#">ED51A - Successes and Challenges in Advancing Diversity, Equity, Inclusion, and Accessibility in the Polar and Alpine Sciences   Oral (2023)</a>  <a href="#">NSF Sexual Assault and Harassment Prevention and Response (SAHPR) Overview and Engagement Session (2023)</a>	<a href="#">Stopping Harassment and Assault (n.d.)</a>	Sexual Harassment, Other Forms of Harassment, and Sexual Assault Certification (2023) (Not available online, provided in Appendix 3. This form is signed by external organizations which send representatives to NSF under an Intergovernmental Personnel Act assignment.)  <a href="#">National Study Supported by NSF: Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering and Medicine (2018)</a>	Grantee institutions, principal investigators and all individuals affiliated with a grant award
SI	<a href="#">Anti-Harassment Policy (2020)</a>		<a href="#">Anti-Harassment Policy (2020)</a>		<a href="#">Anti-Harassment Policy (2020)</a>  <a href="#">SI Civil (2023)</a>	<a href="#">Anti-Harassment Policy (2020)</a>  <a href="#">SI Civil (2023)</a>	<a href="#">SI Civil (2023)</a>		<a href="#">SI Civil (2023)</a>	Affiliated persons, including visiting researchers (scientists, scholars, and students)
State		<a href="#">Standard Terms and Conditions for Federal Awards (2020)</a> ‡								Grantees
USAID									<a href="#">Action Alliance for Preventing Sexual Misconduct (AAPSM) (n.d.)</a>	Grantees, implementing partners

Agency	Definition of Harassment	Standards of Behavior	Official Harassment Policies	Harassment Prevention	How to Report	Report Response	Training	Fact Sheets	Initiatives, Other	Who does this apply to?
USDA	<a href="#">Anti-Harassment Policy Statement (2021)</a>		<a href="#">Anti-Harassment Policy Statement (2021)</a>		<a href="#">Anti-Harassment Policy Statement (2021)</a> <a href="#">Nondiscrimination in Programs and Activities Receiving Federal Financial Assistance from USDA (2021)</a> <a href="#">U.S. Department of Agriculture USDA Program Discrimination Complaint Form (n.d.)</a> <a href="#">How to File a Program Discrimination Complaint (2023)</a>	<a href="#">Anti-Harassment Policy Statement (2021)</a> <a href="#">Nondiscrimination in Programs and Activities Receiving Federal Financial Assistance from USDA (2021)</a>	Ensuring Compliance with your Partners Participant Guide (2023) (not available online, provided in Appendix 3)		<a href="#">Anti-Harassment Policy Statement (2021)</a> <a href="#">Establishing an Anti-Harassment Program (2023)</a> USDA Equal Employment Opportunity Policy Statement (2023) (not available online, provided in Appendix 3) <a href="#">Non-Discrimination Statement (n.d.)</a> <a href="#">How to File a Program Discrimination Complaint (2023)</a>	Award personnel, Pls, fellows, trainees, interns, volunteers, programs and activities receiving federal financial assistance, applicants for federal financial assistance
USGS (DOI)	<a href="#">370.734.1 - Anti-Harassment Policy and Implementing Procedures (2020) *</a>	<a href="#">370.734.1 - Anti-Harassment Policy and Implementing Procedures (2020) *</a>			<a href="#">370.734.1 - Anti-Harassment Policy and Implementing Procedures (2020) *</a>	<a href="#">370.734.1 - Anti-Harassment Policy and Implementing Procedures (2020) *</a>				
USPTO (DOC)										
VA										
<b>TOTALS</b>	<b>11</b>	<b>7</b>	<b>14</b>	<b>5</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>2</b>	<b>35</b>	

† Indicates that the referenced information only applies to grantees participating in NSF Arctic or Antarctic research activities.

‡ The Department of State’s “Standard Terms and Conditions for Federal Awards” does not explicitly reference harassment but includes language requiring award recipients to submit information that is in connection with the award and involves a criminal, civil, or administrative proceeding that could or did result in conviction, finding of fault and liability, and payment of monetary fine or penalty.

\* USGS is actively working on changing the language of these documents to clarify that the antiharassment policy applies to DOI and USGS Employees and Affiliates — a group that includes grantees, contractors, volunteers, and visitors — not only for harassment against them, but also for harassment by them.

Appendix 3.

IWG-SISE received permission from the National Science Foundation Office of General Counsel and Division of Human Resource Management to include the below document in the inventory.



**SEXUAL HARASSMENT, OTHER FORMS OF HARASSMENT, AND SEXUAL ASSAULT CERTIFICATION**

A. Certification of Approving Official

By signing below, I certify that the institution has not taken an administrative action nor made a finding or determination of sexual harassment, other forms of harassment, or sexual assault with regard to the assignee. If during the period of this Intergovernmental Personnel Act Assignment Agreement, the institution takes an administrative action or makes a finding or determination relating to sexual harassment, other forms of harassment, or sexual assault with regard to the assignee, I further certify that the institution will notify the National Science Foundation Authorizing Officer immediately, that is, within two business days of the administrative action, finding or determination.

B. Certification of Assignee

The safety and security of NSF personnel and those individuals who participate in NSF supported engagements and activities is of the utmost priority to the Foundation. By signing below, I certify that I have informed NSF of any finding or determination of sexual harassment, other form of harassment, or sexual assault made by any institution or professional organization regarding my actions in sufficient detail for it to assess whether this assignment is consistent with the safety and security of its personnel, stakeholders, and award participants.

For purposes of the certifications in A and B, the following definitions apply:

*Sexual harassment: may include but is not limited to gender or sex-based harassment, unwelcome sexual attention, sexual coercion, or creating a hostile environment, as set forth in organizational/institutional policies or codes of conduct, statutes, regulations, or executive orders.*

*Other forms of harassment: non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational/institutional policies or codes of conduct, statutes, regulations, or executive orders.*

*Administrative Action: any temporary/interim suspension or permanent removal of the individual, or any administrative action imposed on the individual by the institution under organizational/institutional policies or codes of conduct, statutes, regulations, or executive orders, relating to activities, including but not limited to the following: teaching, advising, mentoring, research, management or administrative duties, or presence on campus.*

*Finding or Determination: the final disposition of a matter involving sexual or other form of harassment under institutional/organizational policies and processes, to include the exhaustion of permissible appeals exercised by the individual, or a conviction of a sexual offense in a criminal court of law.*

\_\_\_\_\_  
Certification Official Printed Name and Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
IPA Printed Name and Signature

\_\_\_\_\_

*The inclusion of these documents has been reviewed and approved by USDA-NIFA.*



Office of the Secretary Washington, DC  
20250

July 25, 2023

### USDA Equal Employment Opportunity Policy Statement

At the U.S. Department of Agriculture (USDA), we are recommitting ourselves to the values of diversity, equity, inclusion, accessibility, and equal opportunity for each other and those we serve. As Secretary, I am committed to working with leaders at all levels across the Department to intentionally build and advance a culture of belonging and excellence across USDA. It is USDA's mission to actively advance racial justice and equity for one another by rooting out systemic discrimination and inequities and strengthening civil rights programs while building trust within and outside the Department. This commitment is reflected in USDA's Strategic Plan 2022-2026, USDA's Equity Action Plan, and the USDA's Diversity, Equity, Inclusion and Access Strategic Plan for Fiscal Year 2022-2026.

As a Department, our core values of respect and dignity, equity and inclusion, trust and integrity, service and results, and science leadership serve as guiding principles, defining appropriate behaviors and expectations for all employees, and directing decision making throughout all levels of the organization.

No employee, former employee, or applicant for employment at the Department will be denied equal opportunity because of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, retaliation, or any other non-merit-based factor. This not only is the law; it is an essential component of the Department's mission and our responsibility to the public we serve.

All employees have the freedom to compete on a fair and level playing field with equal opportunity for available employment, advancement opportunities, and compensation. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. These civil rights principles are more than employees' rights by law—they are core values at USDA.

USDA strives to become a leader in equal employment opportunity (EEO) and a model employer. All USDA applicants and employees have the right not only to be free from harassment and discrimination but also to raise an allegation of harassment or discrimination and not fear reprisal. Any form of workplace harassment or reprisal against anyone who engages in protected activity will not be tolerated. USDA's recently issued Anti-Harassment Program Departmental Regulation 4200-003, reenforces that Agencies are required to respond to, address, and correct any harassing conduct before it becomes severe or pervasive, and USDA will continue to process complaints of harassment, discrimination, and reprisal and provide robust EEO training to all employees.

Employees and managers will be held accountable for doing their part to ensure all USDA applicants, customers, constituents, and stakeholders are provided equal access to all opportunities, programs, and services available through USDA. Accordingly, all senior leaders, managers, and supervisors must act in a manner that is deserving of the public's trust and with the utmost integrity in everything we do as public servants, leading always by example, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive culture. All employees must comply with EEO principles as we perform the Department's mission.

Sincerely,

A handwritten signature in blue ink that reads "Thomas J. Vilsack". The signature is fluid and cursive, with the first name "Thomas" and last name "Vilsack" clearly legible.

THOMAS J. VILSACK

Secretary

An Equal Opportunity Employer



National Institute of Food and Agriculture  
UNITED STATES DEPARTMENT OF AGRICULTURE

# USDA: NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)

*Ensuring Compliance with your Partners*

## Participant Guide



## Human Resources Compliance Training May 16, 2023

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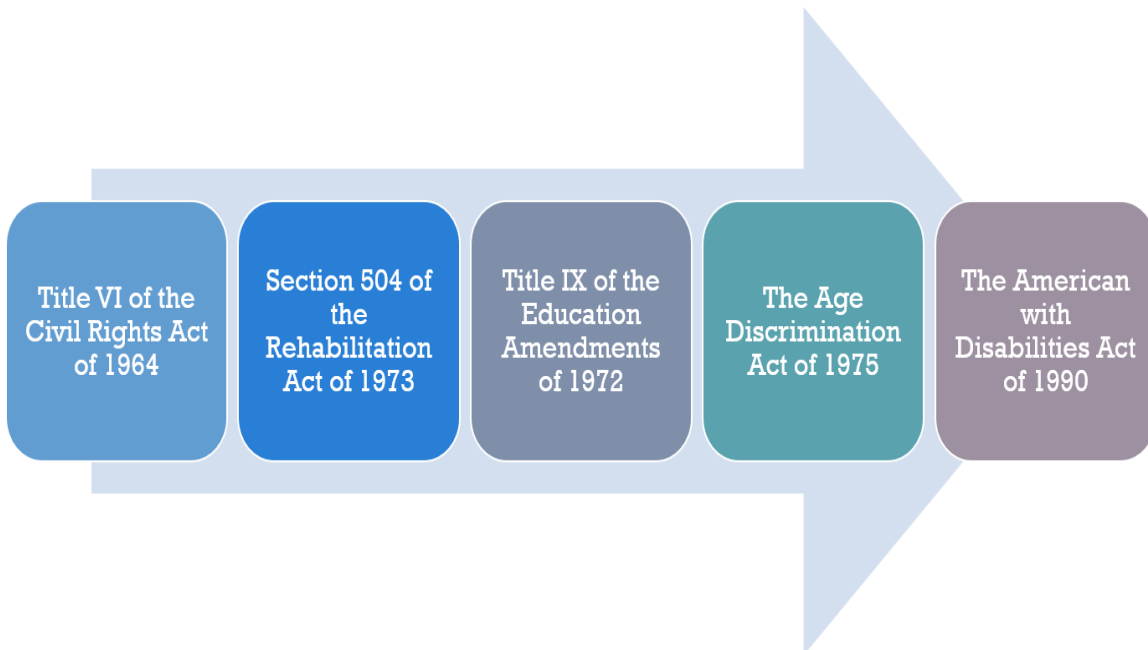
## Course Objectives

To protect the civil rights of service recipients and to ensure equal access to programs, activities, and services regardless of race, color, or national origin.

To ensure all management staff are aware of the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, The Age Discrimination Act of 1975, and The Americans with Disabilities Act of 1990.

To ensure all management staff are aware of the minimum requirements to be in compliance with the rules, laws, and regulations.

# TRAINING TOPICS



The Age Discrimination Act of 1975 and The American with Disabilities Act of 1990 have the same acronym. However, the Acts serve different purposes which we will discuss during this training. When referring to the Acts it is best to include the year of the Act for clarification.

## Review of the Civil Rights Act of 1964

Civil Rights Act of 1964 was created because people of color were being discriminated against even though the Constitution said everyone was equal.



### How we got here:

**1954** *Brown vs the Board of Education* (was actually the name given to five separate cases that were heard by the U.S. Supreme Court concerning the issue of segregation in public schools. These cases were *Brown v. Board of Education of Topeka*, *Briggs v. Elliot*, *Davis v. Board of Education of Prince Edward County (VA.)*, *Bolling v. Sharpe*, and *Gebhart v. Ethel*. While the facts of each case are different, the main issue in each was the constitutionality of state-sponsored segregation in public schools. **On May 14, 1954, Chief Justice Warren** gave the opinion of the Court, stating that "We conclude that in the field of public education the doctrine of 'separate but equal' has no place. Separate educational facilities are inherently unequal. . .")

- 1955-56** Montgomery Bus Boycott
- 1957** Little Rock Arkansas Central High School
- 1957** Separate public facilities
- 1959-1963** Lunch Counter Sit-Ins
- 1961** "Freedom Rides" organized by the Congress of Racial Equality (CORE) to expose illegal segregation practices on Interstate bus or train travel
- 1962** United Farm Workers Union established to protest working conditions and civil rights for Mexican American (Cesar Chavez)

## Title VI Of The Civil Rights Act Of 1964



Title VI prohibits intentional discrimination. It was signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal. It was the most sweeping civil rights legislation since Reconstruction.

NOTE: Although President Kennedy was assassinated in November 1963 he urged the nation to take action on June 6, 1963, when he said:

Simple justice requires that public funds, to which all taxpayers of all races, colors, and national origins contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial, color, or national origin discrimination.

### What is Title VI

There are 11 Sections also known as Titles of the Civil Rights Act of 1964:

**Title I** – Barred unequal application of voter requirements but did not abolish literacy tests sometimes used to disqualify voters.

**Title II** – Outlawed discrimination in hotels, motels, restaurants, theaters, and all other public accommodations engaged in interstate commerce; exempted private clubs without defining “private” thereby allowing a loophole.

**Title III** – Encouraged desegregation of public schools and authorized the US Attorney General to file suits to force desegregation but did not authorize busing as a means to overcome segregation based on residence.

**Title IV** – Authorized but did not require withdrawal of federal funds from programs which practiced discriminations.

**Title V**- Outlines Civil Rights Commissions duties and responsibilities.

**Title VI** – Prohibited discrimination in federally assisted programs.

**Title VII** – Outlaws discrimination in employment in any business based on race, national origin, gender, or religion. It also prohibits retaliation against employees who oppose such unlawful discrimination.

**Title VIII**-Authorizes the Secretary of Commerce to compile registration and voting statistics in geographic areas as recommended by the Commission of Civil Rights.

**Title IX**-Intervention and procedures after removal in Civil Rights Cases.

**Title X**- Establishment of Community Relations Service; and

**Title XI** – Miscellaneous





## What Must Be Looked At For Compliance?

1. Provision of services
2. Program service delivery
3. Infrastructure development
4. Disparate impact
5. Accountability in public funds expenditures
6. Minority participation in decision-making
7. Economic empowerment
8. Site and location of the facilities
9. Environmental justice
10. Accessibility for all persons
11. Public-private partnerships financed in part or whole with public funds.
12. Comprehensive method of administration to assure enforcement/compliance at the state and local level.

### Compliance:

1. Have you observed any compliance violations by grant recipients?
  
  
  
  
  
  
  
  
  
  
  
  
  
2. Name two of these that you have examined specifically while out in the field working.

## What Does Title VI Compliance Look Like

Ensuring that individuals being served or desiring to be served:



- a. Receive equal treatment.
- b. Have equal access to the services provided.
- c. Equal rights are not being violated.
- d. Receive equal opportunities.



**NOTE:** Violations can occur when services are intentionally denied or not equally provided

Disparate impact discrimination (unintentional discrimination) occurs when individuals, groups and/or communities are negatively impacted by policies or procedures i.e., Limited English proficiency speakers not being understood when talking.

## Executive Order 11366: Limited English Proficiency (LEP)

Under this order, every federal agency that provides financial assistance to non-federal entities must publish guidance on how their recipients can provide meaningful access to LEP persons that will help them comply with Title VI regulations forbidding funding recipients from "restricting an individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under the program" or from "utilizing criteria or methods of administration which have the effect of subjecting individuals to discrimination because of their race, color, or national origin, or have the effect of defeating or substantially impairing accomplishment of the objectives of the program as respects individuals of a particular race, color, or national origin."

### Reasonable LEP Guidance Steps:

Recipients and sub-recipients of federal funds must take reasonable steps to ensure meaningful access to the programs and activities offered. The following can be done:

1. Consider the number of eligible individuals with limited English speaking, reading, writing, and understanding skills and abilities to be served or likely want the services being offered.
2. Consider the proportion of the people in the community with limited English speaking, reading, writing, and understanding skills and abilities eligible to be served or likely want the services offered.
3. Determine how frequently LEP people will need the services of the program.
4. Determine the nature and level of importance of the service, program, or activity provided to people's lives; and
5. Determine the resources available to the grantee/recipient or agency, and associated costs.

*Discuss: How the factors should be applied in determining the extent to which language access services should be provided to LEP persons.*

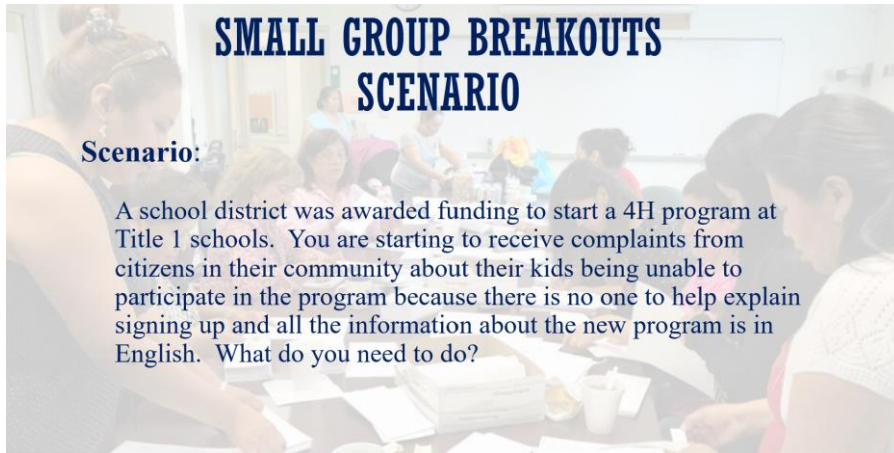
## How NIFA Can Help With LEP Compliance:

- ✓ Assist by providing technical assistance.
- ✓ Provide examples for providing language assistance.
- ✓ Provide helpful information concerning competency of interpreters and translators and
- ✓ When necessary, translate materials, identify safe harbor standards to help ensure compliance with Title VI.

## Recipients of Federal financial assistance should:

- ✓ Clarify that where an obligation exists, recipients must provide competent and timely language assistance services at no cost to their LEP clients.
- ✓ Caution recipients against using a client's friends or family members, especially children, as interpreters, unless the recipient has informed their client of the availability of free, competent and confidential language assistance services and the client still chooses to use a family member or friend as an interpreter.
- ✓ Advise recipients that, where concerns about competence, confidentiality, appropriateness or conflict of interest are present, interpretation services may still have to be provided in lieu of using friends or family members.

## Small Group Breakout Activity



**SMALL GROUP BREAKOUTS  
SCENARIO**

**Scenario:**

A school district was awarded funding to start a 4H program at Title 1 schools. You are starting to receive complaints from citizens in their community about their kids being unable to participate in the program because there is no one to help explain signing up and all the information about the new program is in English. What do you need to do?

### Scenario:

A school district was awarded funding to start a 4H program at Title 1 schools. You are starting to receive complaints from citizens in the community about their kids being unable to participate in the program because there is no one to help explain the signing up and all the information about the new program is in English. (5 minutes)

1. What do you need to do?

## Section 504 of The Rehabilitation Act Of 1973

### What the Regulation Says:

No otherwise qualified individual with a disability in the United States, shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

### Who Is A Qualified Individual?

- A. For NIFA, who would be considered a qualified individual?
- B. What is an example of how you would qualify an individual? (accommodation that would be made)
- C. In employment a “qualified individual” is a person who can perform the functions of the job in question with “reasonable accommodations”
- D. In the school context, a “qualified individual” is any handicapped person who otherwise would be entitled to attend the school in question.

**NOTE: The qualified individual must be able to perform the essential functions of the job for which they have applied or been hired to perform with reasonable accommodation.**

## Who Is An Individual With A Disability?

- A. Persons with a physical or mental impairment which substantially limits one or more major life activities (including drug addicts and alcoholics).
- B. People who have a history of, or who are regarded as having a physical or mental impairment that substantially limits one or more major life activities.

## “Program or Activity” Includes

All the operations of:

- A. A department, agency, special purpose district, or other instrumentality of a State or of a local government; or
- B. The entity of such State or local government that distributes such assistance and each such department or agency (and each other State or local government entity) to which the assistance is extended, in the case of assistance to a State or local government.
- C. A college, university, or other postsecondary institution, or a public system of higher education; or
- D. A local educational agency (as defined in section 8801 of Title 20), system of vocational education, or other school system.
- E. An entire corporation, partnership, or other private organization, or an entire sole proprietorship

## Section 504 Health, Welfare and Social Services

- A. Services may not be denied because of their handicap.
- B. Services provided must be equal to what others are receiving.
- C. Benefits and services must be just as effective as what others are receiving.
- D. Hospitals must establish procedures insuring effective communication with hearing-impaired people.
- E. Employers with 15 or more employees must provide appropriate auxiliary aids to persons with impaired sensory, manual or speaking skills.
- F. Hospitals and out-patient facilities can’t discriminate against drug addicts and alcoholics.
- G. People who are institutionalized because of a handicap must receive an appropriate education.



## Section 504 and Education

Covers all aspects of post-secondary or college education including admission, recruitment, treatment of students, academic adjustment, housing, financial and employment assistance of students, and non-academic services.

- a) cannot discriminate in their admissions policies against qualified handicapped persons
- b) admissions tests may not be used that have a disproportionate adverse effect on handicapped persons and must be administered in such a way as to ensure that the test accurately reflects the applicant's aptitude and achievement level, rather than any sensory, manual or speaking impairment.
- c) Pre-admission inquiries as to whether an applicant is handicapped are barred by the regulations.

Handicapped persons may not be excluded, or in any way denied, the benefits of any of the services provided by a covered post-secondary educational institution, including health, insurance, counseling, physical education, and other extra-curricular activities.

Recipients are required to make modifications to their academic requirements to accommodate the needs of handicapped persons, such as changing the length of time for completion of degree requirements, and substituting specific courses required for the completion of degree requirements.

Recipients must take such steps as are necessary to provide auxiliary aides such as readers, interpreters, and taped texts to assure that handicapped students may participate in educational programs.

Recipients do not have to provide attendants, individually prescribed devices, readers for personal use for study, or other devices or services of a personal nature.

Schools must provide a free appropriate public education to each qualified handicapped person in their jurisdiction, regardless of the nature or severity of the person's handicap. Further, handicapped students are to be educated with non-handicapped students in the regular educational environment "to the maximum extent appropriate to the needs of the handicapped person," unless the school can demonstrate that the education of the handicapped person cannot be achieved in the regular environment with the use of supplementary aids and services.

The requirement that handicapped students be educated with non-handicapped students to the maximum extent appropriate extends as well to non-academic and extra-curricular services, and activities such as meals and recess periods.

Recipients can't discriminate against handicapped persons in providing physical education courses and athletic programs. Qualified handicapped students are required to receive an equal opportunity to participate in these activities.

## Disabilities & Impairments Under Section 504:

### What Does Different Look Like?

Treating one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service.

Providing different aid, benefits, or services or provide aid, benefits, or services in a different manner.

Denying any person any such aid, benefit, or service.

Subjecting any person to separate or different rules of behavior, sanctions, or other treatment.

Discriminating against any person in the application of any rules of appearance.

Applying any rule concerning the domicile or residence of a student or applicant, including eligibility for in-state fees and tuition.

Aiding or perpetuating discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees.

Otherwise limiting any person in the enjoyment of any right, privilege, advantage, or opportunity.

45 C.F.R. § 86.31

## Title IX of the Education Amendments of 1972

Title IX is a federal law that was passed in 1972 to ensure that male and female students and employees in educational settings are treated equally and fairly.

May 6, 2020, Title IX was amended for the first time since 1975 to clarify sexual harassment as a form of sex discrimination and expanded on the definition of sexual harassment.

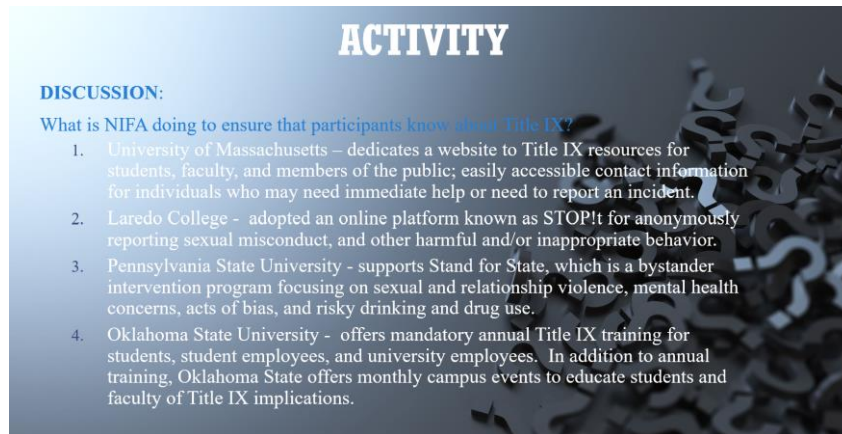
### **Title IX's prohibition on discrimination on the basis of sex to include:**

1. discrimination based on sexual orientation; and
2. discrimination based on gender identity.

Landmark U.S. Supreme Court decision in *Bostock v. Clayton County*, issued June 2020, in which the Supreme Court recognized that it is impossible to discriminate against a person based on their sexual orientation or gender identity without discriminating against that person based on sex.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any education program or activity offered by a recipient of federal financial assistance.

## Small Group Breakout Activity



**ACTIVITY**

**DISCUSSION:**

What is NIFA doing to ensure that participants know about Title IX?

1. University of Massachusetts – dedicates a website to Title IX resources for students, faculty, and members of the public; easily accessible contact information for individuals who may need immediate help or need to report an incident.
2. Laredo College - adopted an online platform known as STOP!t for anonymously reporting sexual misconduct, and other harmful and/or inappropriate behavior.
3. Pennsylvania State University - supports Stand for State, which is a bystander intervention program focusing on sexual and relationship violence, mental health concerns, acts of bias, and risky drinking and drug use.
4. Oklahoma State University - offers mandatory annual Title IX training for students, student employees, and university employees. In addition to annual training, Oklahoma State offers monthly campus events to educate students and faculty of Title IX implications.

**In your breakout groups you will be assigned one of the following initiatives to discuss answering the following question:**

### **What is NIFA doing to ensure that participants know about Title IX?**

1. **University of Massachusetts** – dedicates a website to Title IX resources for students, faculty, and members of the public; easily accessible contact information for individuals who may need immediate help or need to report an incident.
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4. **Oklahoma State University** - offers mandatory annual Title IX training for students, student employees, and university employees. In addition to annual training, Oklahoma State offers monthly campus events to educate students and faculty of Title IX implications.

## The Age Discrimination Act of 1975 (Purpose of the Act)

The Age Discrimination in Employment Act of 1967 (ADEA) was enacted prior to the Age Discrimination Act of 1975. This regulation protected all adults aged forty and above from discriminatory actions based on their age in the workforce. The Age Discrimination Act of 1975 did not modify or amend ADEA. It does not target older Americans like the ADEA does, but it protects age in general by not defining an age group.

### Overview: The Age Discrimination Act of 1975

1978, Congress wanted to make sure everyone had the opportunity to participate and receive services provide by organizations and recipients of federal funds:

- (1) Added a private right of action to the Age Discrimination Act.
- (2) provided a mechanism for the disbursement to alternate recipients of funds that have been withheld under the Age Discrimination Act.
- (3) added a requirement that the Department of Health, Education and Welfare (now HHS) approve the final regulations of other Federal agencies.
- (4) made the effective date of regulations implementing the Act no earlier than July 1, 1979.
- (5) required annual reports to the Congress on progress in implementing the Act; and
- (6) removed the word "unreasonable" from the Act's statement of purpose.

### Age Discrimination Exceptions

If the action reasonably takes into account age as a factor necessary to the *normal operation* or the achievement of any *statutory objective* of a program or activity.

- a) Age is used as a measure or approximation of one or more other characteristics; and
- b) The other characteristic(s) must be measured or approximated in order for the normal operation of the program or activity to continue, or to achieve any statutory objective of the program or activity; and
- c) The other characteristic(s) can be reasonably measured or approximated by the use of age; and
- d) The other characteristic(s) are impractical to measure directly on an individual basis.
- e) 45 CFR 91.13(c)

*Normal operation* means the operation of a program or activity without significant changes that would impair its ability to meet its objectives.

*Statutory objective* means any purpose of a program or activity expressly stated in any Federal statute, State statute, or local statute or ordinance adopted by an elected, general purpose legislative body.

## The Americans with Disabilities Act of 1990 (ADA)

The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA is divided into five Titles (or Sections) that relate to different areas of public life. The ADA broadened the agencies and businesses that must comply with the non-discrimination and accessibility provisions of the law.

**NOTE:** Section 504 and the ADA does not ensure that a child with a disability will receive an individualized educational program.

### The Five Sections of the ADA

#### ○ Title I – Employment (regulated by the EEOC)

- 1) Helps people with disabilities access the same employment opportunities and benefits available to people without disabilities.
- 2) Applies to employers with 15 or more employees.
- 3) Requires employers to provide reasonable accommodations to qualified applicants or employees. A “reasonable accommodation” is a change that accommodates employees with disabilities so they can do the job without causing the employer “undue hardship” (too much difficulty or expense).
- 4) Defines disability, establishes guidelines for the reasonable accommodation process, and addresses medical examinations and inquiries.

#### ○ Title II - Public Services: State and Local Government (regulated by the DOJ)

- 1) Prohibits discrimination on the basis of disability by “public entities” such as state and local government agencies. .
- 2) Requires public entities to make their programs, services and activities accessible to individuals with disabilities.
- 3) Outlines requirements for self-evaluation and planning; making reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination; identifying architectural barriers; and communicating effectively with people with hearing, vision and speech disabilities.

#### ○ Title III - Public Accommodations and Services Operated by Private Entities (regulated by the DOJ)

- 1) Prohibits places of public accommodation from discriminating against individuals with disabilities. Public accommodations include privately owned, leased or operated facilities like hotels, restaurants, retail merchants, doctor’s offices, golf courses, private schools, day care centers, health clubs, sports stadiums, movie theaters, and so on.
- 2) Sets the minimum standards for accessibility for alterations and new construction of commercial facilities and privately owned public accommodations. It also requires public accommodations to remove barriers in existing buildings where it is easy to do so without much difficulty or expense.
- 3) Directs businesses to make "reasonable modifications" to their usual ways of doing things when serving people with disabilities.
- 4) Requires that businesses take steps necessary to communicate effectively with customers with vision, hearing, and speech disabilities.

- **Title IV – Telecommunications (regulated by the FCC)**
  - 1) Requires telephone and Internet companies to provide a nationwide system of interstate and intrastate telecommunications relay services that allows individuals with hearing or speech disabilities to communicate over the telephone.
  - 2) Requires closed captioning of federally funded public service announcements.
  
- **Title V - Miscellaneous Provisions**
  - 1) Contains a variety of provisions relating to the ADA as a whole, including its relationship to other laws, state immunity, its impact on insurance providers and benefits, prohibition against retaliation and coercion, illegal use of drugs, and attorney's fees.
  - 2) Provides a list of certain conditions that are not considered disabilities.

## How the Regulations Intersect



1. All are civil rights for all people.
2. All have compliance standards to prevent discrimination.
  - a. Direct
  - b. Indirect
  - c. Disparate Treatment
3. The covered disabilities and impairments are clarified within each regulation.
4. Recipients of Federal financial assistance must volunteer to be compliant.



# Intentional Acts

**CLOSURE**

To remain Compliant,

- I will implement...
- I will start...
- I will continue...

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**I will Implement.....**

**I will Start.....**

**I will Continue.....**

## Appendix A



### **Title VI of the Civil Rights Act of 1964**

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

<https://www.dol.gov/agencies/oasam/regulatory/statutes/title-vi-civil-rights-act-of-1964>



### **Section 504 of the Rehabilitation Act of 1973**

No otherwise qualified handicapped individual shall, solely by reason of his/her handicap, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving federal financial assistance .

<https://www.gpo.gov/fdsys/pkg/USCODE-2010-title29/pdf/USCODE-2010-title29-chap16-subchapV-sec794.pdf>

### **Title IX of the Education Amendments of 1972**

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

[https://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)



**The Age Discrimination Act of 1975**

Prohibits discrimination on the basis of age in programs and activities receiving Federal financial assistance.

**The Americans with Disabilities Act**

Prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government' programs and services. As it relates to employment, Title I of the ADA protects the rights of both employees and job seekers. The ADA also establishes requirements for telecommunications relay services. Title IV, which is regulated by the Federal Communications Commission (FCC), also requires closed captioning of federally funded public service announcements.



<https://www.dol.gov/general/topic/disability/ada>

## Appendix 4. Hyperlinks for Publicly Available Policies, Procedures, and Resources Related to Preventing and Responding to Sex-Based and Sexual Harassment Included in Inventory

### Department of Energy (DOE):

1. DOE Policies Prohibiting Discrimination & Harassment (n.d.) – [https://science.osti.gov/SW-DEI/DOE-Diversity-Equity-and-Inclusion-Policies/DOE-Policies-Prohibiting-Discrimination-and-Harassment#financial\\_assistance](https://science.osti.gov/SW-DEI/DOE-Diversity-Equity-and-Inclusion-Policies/DOE-Policies-Prohibiting-Discrimination-and-Harassment#financial_assistance)
2. Frequently Asked Questions (FAQs): External Civil Rights Compliance (2022) – <https://www.energy.gov/sites/default/files/2022-09/DOE%20OCR-EEO%20External%20Civil%20Rights%20FAQs.for%20distribution.pdf>
3. Guidance and Technical Assistance for Recipients of and Applicants for DOE Financial Assistance (n.d.) – <https://www.energy.gov/justice/guidance-and-technical-assistance-recipients-and-applicants-doe-financial-assistance>
4. Conference Proposals (2023) – <https://science.osti.gov/grants/Applicant-and-Awardee-Resources/Conference-Proposals>
5. SC Statement of Commitment (2022) – <https://science.osti.gov/SW-DEI/SC-Statement-of-Commitment>
6. Potential Consequences of Inappropriate Behavior at SC-Hosted Events (n.d.) – <https://science.osti.gov/SW-DEI/SC-Statement-of-Commitment/Potential-Consequences>

### Department of Interior (DOI):

1. Personnel Bulletin 18-01 (2018) – <https://www.doi.gov/employees/anti-harassment/personnel-bulletin-18-01>

### Department of Transportation (DOT):

2. External Civil Rights Complaint Processing Manual (2007) – [https://www.transportation.gov/sites/dot.gov/files/docs/externalcomplaintmanual-final\\_1.pdf](https://www.transportation.gov/sites/dot.gov/files/docs/externalcomplaintmanual-final_1.pdf)

### Environmental Protection Agency (EPA):

1. Procedure for Addressing Allegations of Workplace Harassment (2015) – [https://www.epa.gov/sites/default/files/2016-01/documents/epa\\_order\\_4711\\_workplace\\_harassment\\_final.pdf](https://www.epa.gov/sites/default/files/2016-01/documents/epa_order_4711_workplace_harassment_final.pdf)
2. Message to EPA Employees: The U.S. Environmental Protection Agency's Anti-Harassment Policy Statement (2023) – <https://www.epa.gov/system/files/documents/2023-09/23-03061-AO-OCR%20Signed%20Anti-Harassment%20Policy.pdf>

### National Aeronautics and Space Administration (NASA):

1. Reporting Requirements Regarding Findings of Harassment, Sexual Harassment, Other Forms of Harassment, or Sexual Assault (85 Fed. Reg. 47, March 10, 2020) – <https://www.govinfo.gov/content/pkg/FR-2020-03-10/pdf/2020-04815.pdf>
2. Harassment and Discrimination Reporting for NASA Employees, Contractors, and Grantee Beneficiaries (n.d.) – <https://missionstem.nasa.gov/filing-a-complaint.html>

### National Institutes of Health (NIH)

1. Definitions (2021) – <https://grants.nih.gov/grants/policy/harassment/definitions.htm>

2. 8.1.2 Prior Approval Requirements (2022) – [https://grants.nih.gov/grants/policy/nihgps/HTML5/section\\_8/8.1.2\\_prior\\_approval\\_requirements.htm?Highlight=harassment](https://grants.nih.gov/grants/policy/nihgps/HTML5/section_8/8.1.2_prior_approval_requirements.htm?Highlight=harassment)
3. 14.6 Public Policy Requirements and Objectives (2022) – [https://grants.nih.gov/grants/policy/nihgps/HTML5/section\\_14/14.6\\_public\\_policy\\_requirements\\_and\\_objectives.htm?Highlight=harassment](https://grants.nih.gov/grants/policy/nihgps/HTML5/section_14/14.6_public_policy_requirements_and_objectives.htm?Highlight=harassment)
4. NIH Process for Handling Allegations of Harassment on an NIH-Funded Project at a Recipient Institution (2023) – <https://grants.nih.gov/grants/policy/harassment/actions-oversight/allegation-process.htm>
5. Institutional Reporting (2022) – <https://grants.nih.gov/grants/policy/harassment/institutional-reporting.htm>
6. Expectations, Policies, and Requirements (2022) – <https://grants.nih.gov/grants/policy/harassment/policy-requirement.htm>
7. 8.3 Management Systems and Procedures (2023) – [https://grants.nih.gov/grants/policy/nihgps/HTML5/section\\_8/8.3\\_management\\_systems\\_and\\_procedures.htm](https://grants.nih.gov/grants/policy/nihgps/HTML5/section_8/8.3_management_systems_and_procedures.htm)
8. Find Help (2019) – <https://grants.nih.gov/grants/policy/harassment/find-help.htm>
9. What to Expect When Notifying NIH (n.d.) – <https://grants.nih.gov/grants/policy/harassment/notify.htm>
10. Addressing Sexual Harassment in Biomedical Science (2020) – <https://www.youtube.com/watch?v=7Px7G6rYVC8>
11. Changing the culture of science to end sexual harassment (2018) – <https://www.nih.gov/about-nih/who-we-are/nih-director/statements/changing-culture-science-end-sexual-harassment>
12. Congress strengthens NIH's ability to address harassment in NIH-funded activities (2022) - <https://www.nih.gov/about-nih/who-we-are/nih-director/statements/congress-strengthens-nih-s-ability-address-harassment-nih-funded-activities>
13. Frequently Asked Questions (FAQs) (n.d.) – <https://grants.nih.gov/faqs#/anti-sexual-harassment.htm>
14. Updated Requirements for NIH Notification of Removal or Disciplinary Action Involving Program Directors/Principal Investigators or other Senior/Key Personnel (2022) – <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-22-129.html>
15. Plans to Promote Safe Environments at Conferences Supported by NIH Grants and Cooperative Agreements (2022) – <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-22-074.html>
16. NIH Actions and Oversight (2022) – <https://grants.nih.gov/grants/policy/harassment/actions-oversight.htm>
17. Guidance Regarding Change in Status, Including Absence of PD/PI and Other Key Personnel Named in the Notice of Award (2020) – <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-124.html>
18. Data – Harassment and Discrimination Concerns (2023) – <https://grants.nih.gov/grants/policy/harassment/data>
19. Workplace Climate and Harassment Survey (WCHS) (2019) – <https://diversity.nih.gov/general-page/workplace-climate-and-harassment-survey>
20. Ensuring Safe and Respectful Workplaces Podcast (2023) – <https://nexus.od.nih.gov/all/2023/12/21/nih-all-about-grants-podcast-ensuring-safe-and-respectful-workplaces/>
21. Supporting a Safe and Respectful Workplace at Institutions that Receive NIH Funding (2021) – <https://grants.nih.gov/grants/policy/harassment.htm>

National Oceanic and Atmospheric Administration (NOAA):

1. NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy (2018) – <https://www.noaa.gov/organization/administration/nao-202-1106-noaa-sexual-assault-and-sexual-harassment-prevention-and>

Nuclear Regulatory Commission (NRC):

1. How to File a Complaint of Discrimination by a Recipient of NRC Financial Assistance (2023) – <https://www.nrc.gov/about-nrc/civil-rights/programs/outreach-coord-comp-program/how-to-file-complaint-discrimination-recipient-nrc-financial-assistance.html>
2. External Civil Rights Program (2023) – <https://www.nrc.gov/about-nrc/civil-rights/programs/outreach-coord-comp-program.html>
3. Nondiscrimination in Federally Funded Activities (2023) – <https://www.nrc.gov/about-nrc/civil-rights/programs/outreach-coord-comp-program/compliance-pgrm.html>
4. Pre- and Post-Award Compliance Programs (2023) – <https://www.nrc.gov/about-nrc/civil-rights/programs/outreach-coord-comp-program/award-compliance.html#pre-award>
5. NRC Standard Form 781 (2022) – <https://www.nrc.gov/docs/ML1308/ML13083A329.pdf>
6. 6. Information on Civil Rights Compliance Requirements Imposed as a Condition of Award of NRC Federal Financial Assistance (n.d.) – <https://www.nrc.gov/about-nrc/civil-rights/civil-rights-compliance-requirements-sec6.pdf>

National Science Foundation (NSF):

1. Stopping Harassment and Assault (n.d.) – <https://new.nsf.gov/stopping-harassment>
2. Polar Code of Conduct (2023) – [https://www.nsf.gov/geo/opp/documents/policy/polar\\_coc.pdf](https://www.nsf.gov/geo/opp/documents/policy/polar_coc.pdf)
3. NSF Proposal & Award Policies & Procedures Guide Chapter XI: Other Post Award Requirements and Considerations (Part A) Non-Discrimination Statutes and Regulations (2023) – <https://new.nsf.gov/policies/pappg/23-1/ch-11-other-post-award-requirements#11A1>
4. NSF Proposal & Award Policies & Procedures Guide Chapter II: Proposal Preparation Instructions (Section E9) Safe and Inclusive Working Environments for Off-Campus or Off-Site Research (2023) – <https://new.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2E9>
5. TH15I – Making Remote Fieldwork Environments More Welcoming, Safe, and Equitable: Progress and Needs for Action (2023) – <https://agu.confex.com/agu/fm23/meetingapp.cgi/Session/198209>
6. ED51A - Successes and Challenges in Advancing Diversity, Equity, Inclusion, and Accessibility in the Polar and Alpine Sciences I Oral (2023) – <https://agu.confex.com/agu/fm23/meetingapp.cgi/Session/199749>
7. NSF Sexual Assault/Harassment Prevention and Response (SAHPR) (2022) – <https://www.nsf.gov/geo/opp/documents/USAP%20SAHPR%20Report.pdf>
8. National Study Supported by NSF: Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering and Medicine (2018)– <https://nap.nationalacademies.org/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>

Smithsonian Institution (SI):

1. Anti-Harassment Policy (2020) – [https://www.si.edu/sites/default/files/unit/ohr/sd\\_225\\_anti-harassment\\_policy\\_12-30-2020.pdf](https://www.si.edu/sites/default/files/unit/ohr/sd_225_anti-harassment_policy_12-30-2020.pdf)
2. SI Civil Program (2023) – <https://www.si.edu/sicivil>

Department of State (State):

1. Standard Terms and Conditions for Federal Awards (2020) – [https://www.state.gov/wp-content/uploads/2022/05/U.S.-Department-of-State-Standard-Terms-and-Conditions-10-21-20\\_REV.pdf](https://www.state.gov/wp-content/uploads/2022/05/U.S.-Department-of-State-Standard-Terms-and-Conditions-10-21-20_REV.pdf)

United States Department of Agriculture (USDA):

1. Anti-Harassment Policy Statement (2021) – <https://grants.nih.gov/grants/policy/harassment/data>

2. Nondiscrimination in Programs and Activities Receiving Federal Financial Assistance from USDA (2021) – <https://www.usda.gov/directives/dr-4330-002>
3. How to File a Program Discrimination Complaint (2023) – <https://www.usda.gov/oascr/how-to-file-a-program-discrimination-complaint>
4. Establishing an Anti-Harassment Program (2023) – <https://www.usda.gov/directives/dr-4200-003>
5. Non-Discrimination Statement (n.d.) – <https://www.usda.gov/directives/dr-4200-003>

U.S. Geological Survey (USGS):

1. 370.734.1 - Anti-Harassment Policy and Implementing Procedures (2020) – <https://www.usgs.gov/survey-manual/3707341-anti-harassment-policy-and-implementing-procedures>