



NSF Will Not Tolerate Harassment

**An Update on the Foundation's Activities
to Address Harassment**

Sexual Harassment Term and Condition Development and Implementation

- Proposed new notification requirements were published in the Federal Register for public comment for 60 days. NSF was pleased to receive input from institutions of higher education, scientific societies, for-profit organizations, faculty, students, etc.
- NSF hosted a Roundtable on Sexual Harassment with professional societies (including representatives from COGR, AAU, APLU) on July 24th, 2018 to discuss the new term prior to issuance.
- The final version of the new term and condition was posted in the Federal Register on September 21st, 2018
- The new term and condition applies to all new awards and funding amendments to existing awards issued on or after October 22, 2018.

Sexual Harassment Term and Condition

Notification Requirements

- Requires the Authorized Organizational Representative to notify NSF:
 - 1) of any findings/determinations regarding the PI/PD or co-PI/co-PD that demonstrate a violation of awardee codes of conduct, policies, regulations or statutes relating to sexual harassment, other forms of harassment, or sexual assault; or
 - 2) if the awardee places the PI/PD, or co-PI/co-PD on administrative leave or imposes an administrative action relating to a finding or investigation of a violation of awardee policies, codes of conduct, statutes or regulations relating to sexual harassment, other forms of harassment, or sexual assault
- Other personnel supported by an NSF award must also remain in compliance with awardee policies or codes of conduct, statutes, regulations, or executive orders. For any personnel not in compliance, the awardee must make appropriate arrangements to ensure both the safety and security of award personnel and the continued progress of the funded project. Notification of these actions is not required under this term and condition.



NSF Response to Reporting under the new Term and Condition

- In reviewing the notification, NSF will consider, at a minimum, the following factors:
 - a. The safety and security of personnel supported by the NSF award;
 - b. The overall impact to the NSF-funded activity;
 - c. The continued advancement of taxpayer-funded investments in science and scientists; and
 - d. Whether the awardee has taken appropriate action(s) to ensure the continuity of science and that continued progress under the funded project can be made

NSF Response to Reporting under the new Term and Condition (Cont'd)

- NSF will consult with the designated AOR (Authorized Organizational Representative) or designee.
- NSF may, if necessary:
 - Initiate the substitution or removal of the PI or any co-PI
 - Reduce the award amount; or
 - When neither of the above are available or adequate, suspend or terminate the award

What is new since implementation of the Term and Condition in October 2018?

- Implemented new conference grant requirements in the most recent version of the NSF Proposal and Award Policies and Procedures Guide (NSF 19-1).
- Developed and finalized an internal Standard Operating Procedure for Processing of Notifications Submitted in Response to the NSF award term and condition entitled, “Sexual Harassment, Other forms of Harassment, or Sexual Assault.”
- Provided significant outreach and training to the research community on the term and condition entitled, “Sexual Harassment, Other forms of Harassment, or Sexual Assault” to address content and to establish expectations. This includes presentations at NSF Grant Conferences; NSF Updates sessions held at research administration meetings of the National Council of University Research Administrators, Society of Research Administrators; and the Council on Governmental Relations. The Director of the Office of Diversity and Inclusion (ODI) also has discussed the term and condition at numerous engagements and has received high praise from the G7 Science representatives and many others.



What is new since implementation of the Term and Condition in October 2018? (Cont'd)

- Provided important training for NSF staff regarding the implementation of the term and condition during program officer training sessions. In addition, we have scheduled two brown bag sessions in June to discuss internal processing of notifications received in response to the term and condition.
- Updated NSF's Sexual Harassment "Promising Practices" webpage by adding new promising practices for consideration by the research community.
- Determined that no changes will be made to existing PAPPG Coverage or the Sexual Harassment Term and Condition requirements in the 2020 PAPPG draft.

Questions?

- Any questions regarding NSF's term and condition or the notification requirements should be submitted to sexualharassment@nsf.gov
- Any questions, comments or concerns regarding harassment, should be directed to NSF's Office of Diversity and Inclusion (ODI) at programcomplaints@nsf.gov or (703) 292-8020
 - If you do not receive an acknowledgement within 48 hours, please follow up to ensure ODI has received your communication.