



# **National Science Foundation's Policy: Requiring Grantees to Report Harassment**

Rhonda Davis, Office Head  
Office of Diversity and Inclusion  
Office of the Director

# Objective

To understand NSF's harassment policy and efforts to create a safe research experience at educational institutions and anywhere federally funded research is done.

**NSF Will Not Tolerate Harassment**



# **Sexual Harassment Term and Condition Development and Implementation**

**For Reporting Sexual Harassment, Other forms of  
Harassment, or Sexual Assault**

- **Federal Register Notice**
- **Outreach activities**
- **Final Term and Condition**

# **Sexual Harassment Term and Condition Notification Requirements**

- **Who is responsible for the notification**
- **What invokes a notification**
- **Notifications are for PIs or co-PIs**
- **All personnel must comply with codes of conduct**

# **NSF Response to Reporting under the new Term and Condition**

- **What NSF considers:**
  - **Safety and security of personnel supported**
  - **Overall impact to the NSF-funded activity**
  - **Continued advancement of science and scientist**
  - **Whether awardee took appropriate steps**

# **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?**

- **New conference grant requirements**
- **Provided outreach and training for the research community**
- **Focus areas during the coming months will be on special programs such as SBIR, REU, Postdoctoral Fellowships, CAREER, GRFP, Travel, Field Sites, etc.**

# Questions

**Rhonda Davis, Office Head  
Office of Diversity and Inclusion  
Office of the Director  
National Science Foundation**

**[nsf.gov/harassment](https://www.nsf.gov/harassment)**

**NSF Will Not Tolerate Harassment**

