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

NSF Will Not Tolerate Harassment