

➤ **Creating a Culture of Anti-harassment in USGS**

➤ **Name of Champions:** Regina Neal-Mujahid and Aimee Devaris (ELT members)

➤ **Issue/Challenges**

- The Department of Interior issued a “Work Environment Survey” in early 2017 to assess the prevalence of harassment in the workplace and provide some context around these incidents to help inform a corrective action plan.
- A team analyzed the results of the survey as it pertained to USGS, and developed an “Anti-Harassment Action Plan” for the bureau, finalized in April 2018. This action plan was mandated for every DOI bureau by Deputy Secretary, David Bernhardt.
- The implementation of the Anti-Harassment Action Plan is underway, and it is focused primarily on (1) prevention of harassing activities, through training and awareness activities, and (2) response to harassment, through effective treatment of complaints/reports.
- The action plan contains many important steps which are intended to address key aspects of this problem, but it is a tactical plan. The champions recognize there is a need to address cultural issues to ensure an enduring change in the working environment at USGS.
 - More than one out of four USGS employees experienced harassing and/or assault behaviors in the 12 months prior to the survey. The majority of these experiences occurred during work hours (78%) and at a work location or site (85%) that was most frequently characterized as an indoor location (88.2%). Regardless of the particular behavior involved, for the majority of employees, these experiences involved one person (58.9%) and often a peer and/or coworker (56.2%).
 - The highest rates of harassing behaviors were associated with age (age 29 or younger, or age 50 or older) and gender.

➤ **Background Material/Resources**

- The USGS Anti-Harassment Action Plan (attached)
- The WES Statistical Report for the USGS:
https://www.doi.gov/sites/doi.gov/files/uploads/usgs_wes_supplemental_statistical_report.pdf

➤ **Expectations**

- We are looking for novel ideas and approaches toward addressing this problem in USGS. How can we build a culture where harassment is unlikely to take place? In what ways can we mold and enforce a culture where managers and employees behave professionally always, including offsite and afterhours events? Are there practices (best practices), that may prove beneficial for a USGS complex-wide implementation? Bystander intervention training is likely to be effective on this front and is already part of the Action Plan. We are looking for other ideas.
- Behavior changes through actions (not words), so we are hoping the leadership 201 group will contemplate solutions beyond training courses and similar actions.