

NICHD Anti-Harassment Plan



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Purpose

- In support of the [NIH Anti-Harassment Program](#) managed by the [NIH Civil Program](#), the NICHD proposes the following activities/work products to reinforce anti-harassment across the NICHD.

**NIH ANTI-HARASSMENT
PROGRAM**



Goals

- Raise awareness on the status and types of harassment within the workplace
- Reaffirm NICHD's commitment to Anti-Harassment policies and procedures
- Promote transparency and establish clear expectations for changing the culture
- Use innovative approaches and provide integrated channels for communication and resources to engage all staff
- Ensure accountability of all staff



Spokespeople

- NICHD Executive Leadership:



Dr. Diana Bianchi, NICHD
Director



Dr. Alison Cernich, NICHD
Deputy Director



Mr. Rodney Rivera,
NICHD Executive Officer



Dr. Mary Dasso, Acting
NICHD Scientific Director



Dr. Rohan Hazra, Acting
NICHD Associate Director
for Extramural Research



Dr. Gene Hayunga, Acting
NICHD Division of
Extramural Research
(DER) Director

- NICHD Supervisors



Key Messages

- NICHD is committed to maintaining a work environment for all staff that is courteous, respectful, and free from uncivil behavior, such as harassment, sexual harassment, inappropriate conduct, intimidation, bullying, or other unproductive, disruptive, and/or violent behaviors.
- NICHD has a no-tolerance policy in this regard, and this policy extends to work environments in all settings, including NICHD-funded locations.
- Inappropriate workplace behavior and unlawful harassment are inconsistent with NICHD's fundamental values, can damage the careers of those who have encountered it, and it can leave scars and psychological effects that reverberate for a lifetime.






Key Messages

- To foster and support a work environment free of harassment, NICHD is bolstering its policies, guidelines, requirements, and communications to make our expectations clear and resources readily available to the Institute's workforce.
- It will require proactive, ongoing awareness, transparency, and participation efforts by all of us to ensure that harassment doesn't work here.



Implementation Activities

-  Completed
-  In Progress or Ongoing
-  Future activity

- Engage all senior leadership to improve NICHD's workforce climate, oversee implementation activities, educate workforce, and communicate goals



Executive Leadership Role



- Develop internal resource for Anti-Harassment resources
- Include Anti-Harassment messages/updates in internal communications



Communication Plans



- Mandatory Anti-Harassment training for Supervisors and staff
- Additional Anti-Harassment training, as appropriate



Training



- Include Anti-Harassment resources in new hire onboarding packages
- Consider Anti-Harassment in staff exit interview process



Onboarding and Off-boarding






- Anti-Harassment language added to performance requirements for all staff, including leadership




PMAP Language



Implementation Activities

-  Completed
-  In Progress or Ongoing
-  Future activity


- Include Anti-Harassment communications and updates in internal meetings




Staff Meetings

- Charge with establishing and implementing framework and best practices to prevent and address workplace harassment
- Include diverse members across divisions and staff types

NICHD Anti-Harassment Committee




- Partner with NIH EDI, Ombudsman, Civil, EAP, and OITE
- Partner with other NIH Institutes and Centers (ICs)



Trans-NIH Collaboration


- Consider clause with Anti-Harassment language for contractors



Contracts

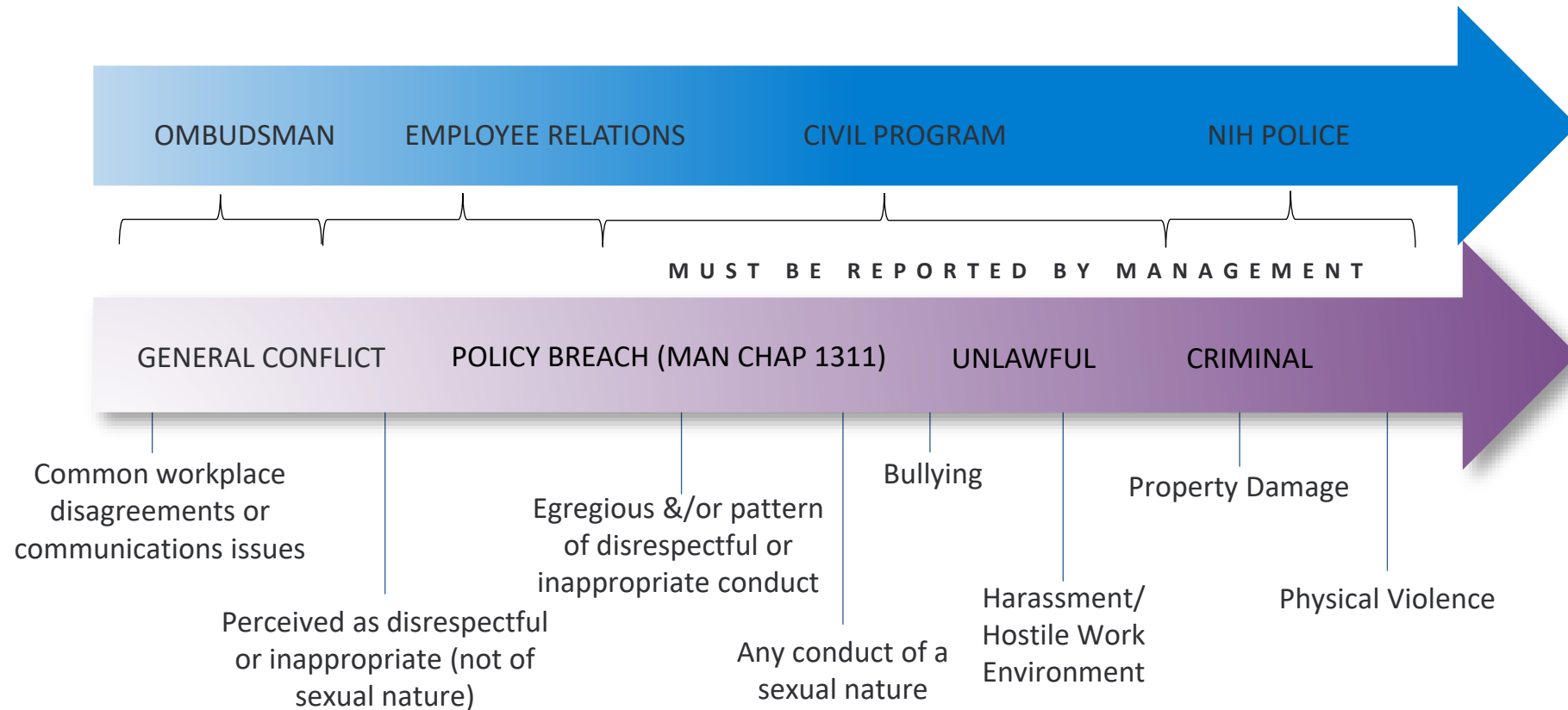
- NIH Manual 1311 – Preventing and Addressing Harassment and Inappropriate Conduct
- Corrective Actions confidential, based on NIH Civil recommendations; aligned to NIH Table of Penalties

Consistent Disciplinary Approach





Continuum of Conduct (NIH OHR)



Training

- **Mandatory Anti-Harassment Training (within 90 days of onboarding and annually):** <https://www.edi.nih.gov/training/mandatory-training>
- **Mandatory Bystander Training (within 90 days of onboarding and every three years):** Two different courses are offered – one for non-supervisors and one for supervisors.
- **Mandatory Civil Program Training (within 90 days of onboarding and every three years):** NICHD will work with the NIH Training Center, Civil Program, and EDI to establish and implement mandatory Civil Program Training for all staff.
- **Optional Training:** The [NIH EDI Web Page](#) contains information on related, optional upcoming training; NICHD will include link to this webpage in communications for staff awareness.



NICHD Anti-Harassment Committee

- Members will be nominated by NICHD Executive Leadership, Branch Chiefs, and/or Division Directors
- Comprised of at least one representative from each NICHD Division/Office, of diverse backgrounds and staff types

The NICHD Anti-Harassment Committee will be charged by NICHD Executive Leadership to champion Anti-Harassment efforts across NICHD including, but not limited to:

- Pushing forward the Anti-Harassment Plan and initiatives; meeting on a quarterly basis to review and advise on current/planned Anti-Harassment initiatives
- Coordinating with the NICHD Office of Communications to establish and implement the NICHD Anti-Harassment Communications Plan and participate/present in staff meetings
- Overseeing and enforcing consistent disciplinary approaches and mandatory Anti-Harassment training for NICHD staff and supervisors; advising on optional training as needed
- Coordinating with NIH Office of Equity, Diversity, and Inclusion, Office of the Ombudsman, Civil, Employee Assistance Program, Office of Intramural Training and Education, and/or other ICs to foster collaboration across NIH





Questions?