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Harassment Prevention Policy and Training Update and Next Steps

Council Coordination Committee Meeting,
Key West, Florida May 23 - 25, 2023

Presenter: Stephanie Hunt
Office of Sustainable Fisheries

Session Purpose

- Update on adoption of Harassment Prevention Policies.
- Summary/report-out of Harassment Prevention Training.
- Discuss long term harassment training strategy.



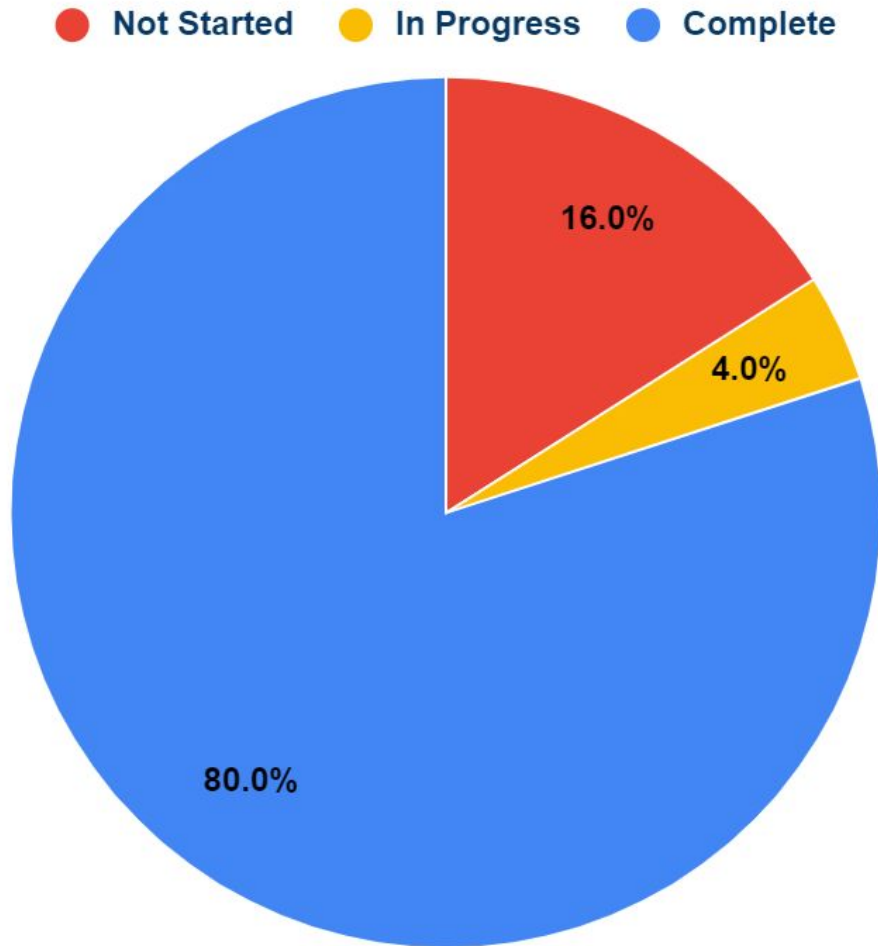
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Status: Harassment Prevention Policies

- October - CCC adopted model policies on addressing allegations of harassment
 - Pacific, North Pacific, Gulf, New England, South Atlantic, Caribbean: **Adopted policies**
 - Mid-Atlantic, Western Pacific: **Pending June meetings**
- Implementing procedures in development.



First-Time Training Results



- Assigned to 466 individuals.
 - 127 Council staff
 - 110 Council members
 - 229 AP/SSC members
- 373 completed training.
- Average time to complete
 - 1:42 hrs for non-supervisors
 - 2:59 hrs for supervisors



Training Results Breakdown - November to March

Council	% Complete	# Complete / Total Invited	Training Groups Included
NEFMC	91 %	60 / 66	staff & members, 10+ SSCs & APs
MAFMC	84 %	31 / 37	staff & members
SAFMC	96%	30 / 31	staff & members
GMFMC	94 %	68 / 72	staff & members, 30+ SSCs & APs
CFMC	60 %	36 / 60	staff & members, 40+ APs
PFMC	67 %	74 / 110	staff & members, 80+ APs
NPFMC	90 %	48 / 53	staff & members, 10+ APs
WPFMC	72 %	26 / 37	staff & members, few APs



Harassment Training: What went well?

- Positive feedback on training content. It seemed relevant and applicable.
- Training platform through Everfi made it easy to assign and track training progress.
- NOAA paid, \$10K (discounted price because Everfi could only offer training for 6 months, original quote was \$30K).
- Gulf Council gave stipend (for time) for those who completed training.
- Councils (including EDs) seemed bought into training. At least one council adopted SOPP language requiring training.



Harassment Training: Challenges

- No way to “require” training. No consequence for not taking training.
- Completion rate was different between councils.
- Councils took different approaches to who they assigned the training.
- No one took advantage of optional training (e.g, Managing Bias).
- NOAA paid, future funding uncertain.
- How to reinforce policies/training messages?



Long Term Harassment Training Strategy

- Potential Training:
 - Preventing harassment and discrimination
 - Recognizing and managing bias
 - Diversity, inclusion, and belonging
 - Bystander intervention
 - Environmental justice
 - Specialized training for council staff who are assigned to intake and process allegations of harassment
- Audiences:
 - Council employees
 - Council leadership/members
 - Advisory panel leadership/members
 - SSC leadership/members



Estimated Trainees Headcount

Trainee Groups	Council Employees	Appointed Members	State Members	Advisory Body Members (AP/SSCs)
Estimate #s	130	72	40	1,200



Long Term Harassment Training Strategy Options

- **Option #1:** Provide Harassment Prevention training on a regular 2-year cycle and provide supplementary training (e.g., recognizing and managing bias) in the off years. All audiences.
- **Option #2:** Provide Harassment Prevention training on a regular 2-year cycle with supplementary training available during those same years. All audiences.
- **Option #3:** Provide Harassment Prevention training every year with different audiences taking the training in different years (e.g., Council staff and Members in odd years and Advisory Body Members in even years). Supplementary training available during same year as harassment training.
- **Note:** New council members also receive in-person Equal Employment Opportunity and Harassment training through new Council Member Training.



Timeline	FY23 (Year 1)	FY24 (Year 2)	FY25 (Year 3)	FY26 (Year 4)	FY27 (Year 5)	Total Cost (4 years):
OPTION #1						
Training Description	Harassment Prevention	Supplemental (e.g., Managing Bias)	Harassment Prevention	Supplemental (e.g., Managing Bias)	Harassment Prevention	
# Trainees	500	1,500	1,500	1,500	1,500	
Annual Cost	\$10,000	\$24,000	\$24,000	\$24,000	\$24,000	\$96,000
OPTION #2						
Training Description	Harassment Prevention, plus Supplemental		Harassment Prevention, plus Supplemental		Harassment Prevention, plus Supplemental	
# Trainees	500		1,500		1,500	
Annual Cost	\$10,000	0	\$24,500	0	\$24,500	\$59,000
OPTION #3						
Training Description	Harassment Prevention, plus Supplemental	Harassment Prevention, plus Supplemental	Harassment Prevention, plus Supplemental	Harassment Prevention, plus Supplemental	Harassment Prevention, plus Supplemental	
# Trainees	500	250	250	250	250	
Annual Cost	\$10,000	\$12,000	\$12,000	12,000	\$12,000	\$48,000

Discussion

- Feedback on 2023 training/process?
- What is your vision for Council harassment training and how does your vision align with this draft proposal? What's missing?
- What else should we (NOAA and or Councils) consider related to preventing harassment and promoting respectful council work environments?
- What more can we (NOAA and or Councils) do to incentivize the training?
- Funding model?



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Final Questions



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