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Preventing Harassment in Councils

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Presentation Outline

- Background/Context
- Draft Model Policies
- Training Plan
- Summary/Next Steps



Background and Context

- NOAA and the Councils are committed to ensuring a safe working environment for everyone involved in Council process.
- 2019 CCC recommendation to develop harassment policies to protect Council staff and process participants.
- Two model policies for Councils to adopt:
 - Council staff policy
 - Council process participant policy



Draft Model Policies

- Council staff policy
- Council process participant policy
- Next Steps
 - Councils adopt policies
 - Implementing procedures



Harassment Training Plan

- Preventing Harassment and Discrimination
 - Interactive, scenario-based online course
 - Proactive prevention strategies, bystander intervention techniques, and ally behavior.
 - Supervisor course, Non-supervisor course, Gateway (shorter) course
- Launch in early November
- Deadline end of March
- Optional Diversity & Inclusion training

Training Brochure: <http://everfiresources.com/wp-content/uploads/2022/03/WCN-HI-Catalog-UPDATED-MAR-2022.pdf>



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Summary/Next Steps

- Councils adopt policies.
 - Use policies now as guide for existing legal obligations related to harassment.
- Ongoing development of implementing procedures
 - Practical tools like checklists, email templates, etc.
- Training “Preventing Harassment and Discrimination,” Due March 29, 2023.

Questions and Discussion



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