This is what was found by USGS PSWs at USGS on policies for handling complaints, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted.

- The link(s) to the reporting policy at our organization are here:
  - Anti-Harassment Information Line: 703-648-7000
  - No Fear Act: DOI and USGS https://www.doi.gov/pmb/eeo/reports-repository
  - Internal links:
    - Reporting and Decision Resources: https://www.usgs.gov/about/organization/science-support/human-capital/reporting-and-decision-resources

- What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?
  - Who are the designated individuals/positions for reporting incidents?
    - Supervisor or Management Official
    - Employee Relations Specialist
    - Department of the Interior Office of the Inspector General
    - USGS Collaborative Action & Dispute Resolution (CADR)
    - Department of the Interior Employee Assistance Program (EAP)
    - Union Representative
    - Anti-Harassment Program Manager
  - Who do in-person and online reports go to? Who has access to see reports?
    - Supervisor(s)/Management Official(s)
    - Employee Relations Specialist
Harassment Duty Attorney

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
- Police are only notified if necessary (see below graphic)

- What are the outcomes or consequences for reported individuals?
Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.

- If it is determined that an investigation is necessary, then Human Resources will initiate the investigation process within two business days of the determination to investigate.
- If there is a finding of misconduct, then corrective action is necessary.
- If there is no finding of misconduct, then the supervisor or management official will draft a memorandum detailing why no corrective action is needed.
- Upon inquiry from the alleged victim, the supervisor or management official must notify the alleged victim of the harassing misconduct about the completion of the process to the extent permitted under the privacy act. The alleged victim may not be provided the outcome of any disciplinary action against the harasser and may not be provided a copy of the fact-finding report.

Are reports tracked? Yes How are they tracked? By who? USGS Anti-Harassment Program

- **What resources are available for individuals reporting?**
  - Counselors or advocates, especially those of the same race, ethnicity, and gender.
    - Peer Support Workers (provide resources ONLY)
    - Civility and Inclusion Council
    - USGS Office of Diversity and Equal Opportunity
    - DOI Office of Civil Rights and Chief Diversity Officer
    - Ombudsman (provide guidance and support)

- **What resources are available to groups raising issues or proposing changes?**
  - Petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change. What is the follow-up process for town halls and meetings?
  - Executive working groups or committees with power to change or propose changes to policy.
  - USGS Employee Resource Groups, USGS Civility and Inclusion Council, USGS Diversity and Inclusion Council
  - We have regular surveys via FEVS, although it only includes permanent employees and has a relatively low participation rate. This can help point out cultural issues in the workplace. Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
The organization is so large that talking to very top leadership is difficult. Thus, whether issues are heard is very dependent on center director level involvement, which varies nationally. Leadership proactively asks students and/or staff for input on how to improve.