Workplace Violence Prevention and Response (WVPR) Program
July 27, 2023
F. Marie Herndon
Director

WVPR Mission & Vision

Mission
To promote a safe and respectful work culture by engaging members of the workforce in the prevention of sexual assault and sexual harassment and providing trauma-informed support to impacted persons.

Vision
A work culture free of sexual assault and sexual harassment where all members of the workplace are treated with respect.
### SASH Reporting Options

#### Restricted Reporting VS Unrestricted Reporting

<table>
<thead>
<tr>
<th>Restricted Reporting</th>
<th>Unrestricted Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seeking consultation and/or victim advocacy services only</td>
<td>✔</td>
</tr>
<tr>
<td>Unsure of how to pursue (may want to file an unrestricted report in the future)</td>
<td>✔</td>
</tr>
<tr>
<td>Seeking investigation into the allegations</td>
<td>✔</td>
</tr>
<tr>
<td>Require personal protection (i.e. civil protection order)</td>
<td>✔</td>
</tr>
<tr>
<td>Safety concerns of imminent threat or harm to self and/or others</td>
<td>✔</td>
</tr>
<tr>
<td>Disclosure of confidential information based on a strict need-to-know basis (i.e. investigators)</td>
<td>✔</td>
</tr>
<tr>
<td>Seeking medical and/or mental health services</td>
<td>✔</td>
</tr>
<tr>
<td>Seeking a worksite transfer</td>
<td>✔</td>
</tr>
</tbody>
</table>

**Contact:**
- WVPR Office
- Medical Personnel
- Supervisor
- Manager
- OHCS WRD 955 PMO
- Local Law Enforcement

### Reporting SASH within NOAA

#### Workplace Violence Prevention and Response (WVPR) Office
**Restricted SASH Reporting / Victim Advocacy**
- SASH Helpline: (866) 288-6558
- Online Chat / Mobile App: https://noaasashhelpline.org
- Text: 202-335-0265
- Email: noaa.victimservices@noaa.gov
- Website: https://www.noaa.gov/workplace-violence-prevention-response-program

#### Office of Human Capital Services Workforce Relations Division (WRD), 955 Program Management Office
**Unrestricted Sexual Assault and Sexual Harassment Reporting / Investigation**
- Email: DAO-955.OHCS@noaa.gov
- Website: https://sites.google.com/noaa.gov/ohcs/contacts-roles/office-of-human-capital-services/workforce-relations-division

#### Office of Inclusion and Civil Rights (OICR)
**EEO Counseling / EEO Complaints Processing (based on discrimination)**
- Main line: (301)713-0500 or (800) 452-6728
- Email: noaa.oicr@noaa.gov
- Website: https://www.noaa.gov/inclusion-and-civil-rights

*Time-sensitive

### National Marine Fisheries Service (NOAA Fisheries) Office of Law Enforcement
**Unrestricted SASH Reporting / Investigation (NMFS Observers)**
- Main line: (301) 427-2300
- Website: https://www.fisheries.noaa.gov/contact/office-law-enforcement
### Reporting SASH Incidents (Aboard NOAA Vessels at Sea)

<table>
<thead>
<tr>
<th>Action</th>
<th>Contact</th>
<th>Email Address</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report incident to the vessel’s Commanding Officer or Executive Officer (will result in an unrestricted report due to the mandate to report)</td>
<td>WVPR</td>
<td><a href="mailto:noaa.victimservices@noaa.gov">noaa.victimservices@noaa.gov</a></td>
<td></td>
</tr>
<tr>
<td>or</td>
<td>WRD 955 PMO</td>
<td><a href="mailto:DAO-955.OHCS@noaa.gov">DAO-955.OHCS@noaa.gov</a></td>
<td></td>
</tr>
<tr>
<td>Contact WVPR for consultation, victim advocacy services, and/or restricted reporting</td>
<td>OICR</td>
<td><a href="mailto:noaa.oicr@noaa.gov">noaa.oicr@noaa.gov</a></td>
<td></td>
</tr>
<tr>
<td>Contact WRD 955 PMO to report the incident which initiates an investigation into the allegations (will result in an unrestricted report)</td>
<td></td>
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</tr>
<tr>
<td>Contact OICR for EEO counseling and/or to initiate the EEO complaint process* (will result in an unrestricted report due to mandate to report)</td>
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</tr>
</tbody>
</table>

*Time-sensitive process

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### Reporting Sexual Misconduct on U.S. Vessels (MSIB #1-23 - 02/09/23)

- Recent changes to the law now require the responsible entity of a vessel, defined as the owner, master, or managing operator, to report any complaint or incident of harassment, sexual harassment, or sexual assault to the Coast Guard that violates company policy.

- The reporting options include a CGIS Tips App, and/or email address CGISTIPS@uscg.mil which can be used by all reporting sources, including bystanders and survivors.

- The Coast Guard also maintains a 24/7 watch, which can field reports of sexual misconduct via the National Command Center (NCC) phone number at 202-327-2100.

MSIB: Marine Safety Information Bulletin  
CGIS: Coast Guard Investigative Service
SASH Reporting for Contractor Employees and NOAA Affiliates

- Impacted persons may report incidents in accordance with the reporting parameters within contracts, grants, or cooperative agreements, as applicable.
- Reference contract, grant, or cooperative agreement documents and NOA 202-1106 for required actions.
- Supervisors must report all SASH incidents to WRD 955 PMO DAO-955.OHCS@noaa.gov for oversight, guidance, and any additional agency actions.
- Impacted persons may contact WVPR for confidential consultation, victim advocacy services, and/or referral to resources for support.

Resources

[Image of signposts with directions to Help, Advice, Support, Guidance]
WVPR Regional Coordinators

**Regional Coordinator** | **Area of Responsibility** | **States/ U.S. Territories**
--- | --- | ---
Lisa Charles | Hawaii/Pacific | American Samoa, Antigua and Barbuda, California
Marie Hamdon | Northeast | Connecticut, Delaware, Massachusetts, Rhode Island, Vermont, New Hampshire, Maine
Felix Muñoz | Southeast/Caribbean | Texas, Oklahoma, Arkansas, Louisiana, Tennessee, Alabama, Mississippi
Chassidy Ryals | Central/Southwest | Montana, Wyoming, Nebraska, Utah, Arizona, New Mexico, Colorado, North Dakota, South Dakota

Victim Advocacy Services

The overall goal of victim advocacy is to provide support and empower impacted persons to navigate various systems available to meet their specific needs, such as:

- 24-Hour crisis line
- Crisis response
- Safety planning
- Education
- Restoration
- Referral to resources based on expressed needs
- On-going support & information
Wellness Resources

Employee Assistance Program (EAP)
Website: www.foh4you.com
24-hour call center: (800) 222-0364
TTY/TTD: (800) 262-7848
Overseas locations call collect at (314) 387-4701

The Employee Assistance Program (EAP) provides confidential counseling and referral services designed to help successfully manage everyday challenges and work through personal or work-related concerns.

NOAAWorkLife4You Program
Website: https://www.worklife4you.com
enter “noaa” (lower case) as screen name and password
24-hour call center: (877) WL4-NOAA
TTY/TTD: (800) 873-1322

WorkLife4You, an agency-paid benefit designed to help you and your family better manage daily responsibilities and life events. Services include expert guidance from Work Life specialists, personalized referrals to helpful resources nationwide

NOAA Behavior Health and Wellness

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Sean Bennett, LCSW
Chief, Office of Marine & Aviation Operations
(contact details forthcoming)

NOAA Behavioral Health & Wellness Chiefs
NAO 202-1106 - NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy

- Was developed in accordance with requirements of the National Defense Authorization Act for Fiscal Year 2017 (Public Law–114-328), Subtitle C - Sexual Harassment and Assault Prevention at the National Oceanic and Atmospheric Administration, 33 U.S.C. 894

- Provides guidance to managers, supervisors, employees, contractor employees, and affiliates on sexual assault and sexual harassment.

- The provisions of this order apply at all times whether on or off NOAA premises, including telework sites, and during related travel, at conferences, in the field, on shore, in the air, or at sea.


Q & A