



Workplace Violence Prevention and Response (WVPR) Program

July 27, 2023


F. Marie Herndon
Director




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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.

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SASH Reporting Options

Restricted Reporting

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

VS

Unrestricted Reporting

- Seeking consultation and/or victim advocacy services only
- Seeking investigation into the allegations
- Require personal protection (i.e. civil protection order)
- Safety concerns of imminent threat or harm to self and/or others
- Disclosure of confidential information based on a strict need-to-know basis (i.e. investigators)
- Seeking medical and/or mental health services
- Seeking a worksite transfer

Contact:

- o WVPR Office
- o Medical Personnel

Contact:

- o Supervisor
- o Manager
- o OHCS WRD 955 PMO
- o Local Law Enforcement

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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>

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Reporting SASH Incidents (Aboard NOAA Vessels at Sea)




Report incident to the vessel's Commanding Officer or Executive Officer (will result in an unrestricted report due to the mandate to report) or
Contact WVPR for consultation, victim advocacy services, and/or restricted reporting Email: noaa.victimservices@noaa.gov
Contact WRD 955 PMO to report the incident which initiates an investigation into the allegations (will result in an unrestricted report) Email: DAO-955.OHCS@noaa.gov
Contact OICR for EEO counseling and/or to initiate the EEO complaint process* (will result in an unrestricted report due to mandate to report) Email: noaa.oicr@noaa.gov *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



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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

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Resources













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WVPR Regional Coordinators

Regional Coordinator	Area of Responsibility	States/ U.S. Territories	
		Column 1	Column 2
 Lisa Charles, Ed. D. Lisa_Charles@noaa.gov 202-236-9672	Hawaii/Pacific	American Samoa Antarctica California	Guam Hawaii Northern Marianas
 Marie Herndon marie.Herndon@noaa.gov 240-216-9628	Northeast	Indiana Ohio Kentucky West Virginia Virginia Maryland Pennsylvania New Jersey	New York Connecticut Delaware Massachusetts Rhode Island Vermont New Hampshire Maine
 Felix Muñoz Felix_Munoz@noaa.gov 202.510.1746	Southeast/Caribbean	Texas Oklahoma Arkansas Louisiana Tennessee Alabama Mississippi	North Carolina South Carolina Georgia Florida Puerto Rico U.S. Virgin Islands
 Lori Newell Lori.Newell@noaa.gov 202-308-8221	Pacific Northwest	Alaska Idaho	Oregon Washington
 Chassidy Ryals Chassidy.Ryals@noaa.gov 202-934-8531	Central/Southwest	Montana Wyoming Nevada Utah Arizona New Mexico Colorado North Dakota South Dakota	Nebraska Kansas Minnesota Iowa Missouri Wisconsin Michigan Illinois


 Lori Newell, HS-BCP


 Chassidy Ryals, LMSW

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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

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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

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NOAA Behavior Health and Wellness

	<p>Monique Richards, LICSW</p>	<p>Director, Behavioral Health and Wellness Acting Chief, Office of Marine and Aviation Operations Monique.Richards@noaa.gov</p>
	<p>Andrea Battle, Ph.D.</p>	<p>Chief, National Marine Fisheries Service andrea.battle@noaa.gov</p>
	<p>Candice Karber, LICSW, BCD</p>	<p>Chief, Oceanic & Atmospheric Research candice.karber@noaa.gov</p>
	<p>George Mitzner, Ph.D.</p>	<p>Chief, National Ocean Service george.mitzner@noaa.gov</p>
	<p>Sean Bennett, LCSW</p>	<p>Chief, Office of Marine & Aviation Operations (contact details forthcoming)</p>

NOAA Behavioral Health & Wellness Chiefs

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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.







<http://www.noaa.gov/organization/administration/nao-202-1106-noaa-sexual-assault-and-sexual-harassment-prevention-and>







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Q & A







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