

LET'S CREATE A SAFE ENVIRONMENT

AT THE SMITHSONIAN, all employees and affiliated persons have the right to work in a safe and harassment-free environment, where they can feel welcome, respected and valued. For this reason, the Smithsonian has comprehensive policies to avoid, report, investigate and correct incidents of harassment, violence and inappropriate behavior.

WHO CAN I TALK TO?

Communicate to the person responsible for the behavior, either through an intermediary or directly, that the conduct is unwelcome and that they must stop. If you don't feel comfortable approaching them, or if they do not correct their behavior, contact:

- The person's supervisor, mentor, or sponsor;
 - Your own supervisor, mentor, or sponsor;
 - Any Smithsonian supervisor or management official;
 - Any of the SI Civil resource contacts located at various STRI facilities, field locations, departments and offices;
 - Anyone in the STRI Office of Human Resources
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- The SI Civil Program Coordinator (Amanda Jones, jonesam@si.edu)
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- Smithsonian Employee Assistance Program (EAP)
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- Smithsonian Ombuds

WHAT HAPPENS NEXT?

All of these people are mandatory reporters; as such, your complaint will immediately be communicated to the SI Civil Program Coordinator (Amanda Jones, jonesam@si.edu).

The SI Civil Program Coordinator will determine whether an investigation is necessary. Depending on the severity of the incident, the SI Civil Program Coordinator will consult with you on possible outcomes including mediation between the parties, having the perpetrator attend trainings, disciplinary action, or other outcomes.

You can access confidential guidance and counselling on any topic.

You can access confidential guidance and counselling on workplace issues.

FOR MORE RESOURCES AND INFORMATION:

stri.si.edu/support-resources