

# Anti-Harassment Action Plan

AUGUST 2, 2021 UPDATE

## STRI Climate Survey

- **Goal:** measure general perceptions and incidents of harassment and unfair treatment within the STRI community and gather ideas and suggestions to make STRI a safer and more supportive work environment.
- **Update:**
  - Survey questions developed by individuals on the IDEA (Inclusion, Diversity, Equity and Access) committee workgroup, Smithsonian administration, STRI administration, and others.
  - A link to the final survey will be sent to all STRI staff and affiliated persons (including prior visitors) by the end of September.
  - Survey results and analysis will be shared with the STRI community.

## SI Civil Resource Contacts Program

- **Goal:** have at least one qualified person at each STRI facility and field location to serve as a point of contact for individuals (either employees or visitors) to obtain information about resources or how to report concerning incidents.
- **Update:**
  - STRI leadership is selecting individuals to serve as resource contacts this week.
  - After the appointments are announced, SI Civil will begin meeting regularly with this group, starting this month, to develop the program and provide training.

## Policies

- **Goals:** harmonize and update Smithsonian policies; educate current STRI community and visitors on code of conduct and policies; update STRI's code of conduct
- **Update:**
  - Smithsonian administration is drafting updates to current policies.
  - IDEA committee workgroup was asked to develop a STRI code of conduct and plans to provide recommendations to STRI leadership by the end of September.

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## Communication

- **Goals:** provide the STRI community with regular updates on the status of the action plan and information regarding changes to policies and reporting processes.
- **Update:**
  - Appointed STRI Acting Deputy Director to lead efforts and provide regular updates to STRI community
  - STRI communications team developing campaign to widely promote and educate STRI community on Smithsonian's anti-harassment policy, the SI Civil Program, the upcoming SI Civil Resource Contact Program, the reporting process, and STRI's code of conduct

## Future Action Items

- **Safety and Support**
  - *Conduct review of security and safety at STRI housing/residential facilities*
  - *Improve communication about access to individual support resources, such as the Employee Assistance Program and SI Civil Program*
- **Awareness and Training**
  - *Provide regular anti-harassment training to STRI community*
  - *Develop and implement new training programs and activities related to bystander intervention and boundaries training*
- **Policies and Procedures**
  - *Revise STRI code of conduct*
  - *Review and update current ethics committee reporting and response structure*
  - *Provide STRI community (including all visitors) with clear information about the code of conduct, reporting process, and support resources*
- **STRI Climate Survey**
  - *Finalize survey questions and launch survey to STRI community*
  - *Share survey results and analysis with STRI community and develop additional action items, as needed, in response to survey results*
  - *Develop shorter pulse survey to issue on a regular basis to measure progress (e.g., annually or every 2 years)*