



Anti-Harassment Policies, Addressing Unprofessional Behavior, Anti-Harassment Training

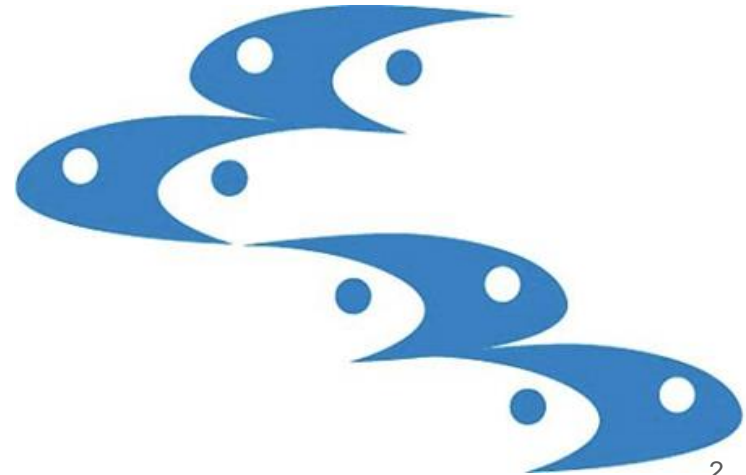
October 17, 2024
Council Coordinating Committee

Session Topics

Code of Conduct (Diana Evans)

Anti-Harassment Training (Merrick Burden)

Investigations Training (Adam Issenberg)



Code of Conduct

Developing an RFMC Code of Conduct

- Interest is in developing an RFMC code of conduct, or respectful workplace policy, that identifies common expectations of professional and appropriate conduct when participating in the Council process
 - *An existing ethics guidance document for members and staff primarily focuses on financial and political conduct*
- Should include mechanics of how policy would be applied, and consequences when policy is not followed
- Follow same approach as with the recent NMFS anti-harassment policy: develop a national template, which each Council will then adapt and incorporate into their process as appropriate



Subgroup is developing a draft

Proposed content

1. General conduct expectations by all participants at RFMCs
 - Council members, advisory body members, staff, and public
2. Specific expectations for Council and Advisory Body members
 - Standards of conduct
 - Examples of unprofessional behavior and bullying
3. Compliance and consequences
 - How to report violations of the policy, and process for investigation
 - Remedies for Advisory Body members violating the policy (*MSA addresses Council members*)
 - Remedies for public participants violating the policy
 - *Remedies for staff already addressed under employment practices*



Next steps

- Circulate draft code of conduct among the Executive Directors for review
- Subgroup will address ED comments
- Send draft to NMFS and NOAA GC for review
- Finalize RFMC code of conduct language by or at May 2025 CCC meeting
- Each RFMC can then adapt and implement the code of conduct in their individual Council as appropriate



Anti-Harassment Training

Anti-Harassment Training for the Councils

Goal: Council members, process participants, and staff increase their understanding of harassment and unacceptable behavior and how to address it in the Council environment



Training Content

- Define terms: Harassment, professionalism, bullying, etc.
- Identify procedures for reporting of inappropriate behavior
- Outline potential consequences
- Intervention methods and other tools
- More advanced training for individuals in leadership roles (power dynamics, etc.)



Training Content to Improve Implementation of Anti-Harassment Procedures

- **Factors to be considered**
 - Make it relevant to Council structure and context
 - Minimize financial burden and administrative burden on councils
 - Available on a rolling basis (as needed)
 - Ability to update/adapt content
 - Ability to track training assignments/completion
- **Different training models**
 - CCC/NOAA developed powerpoint (could be recorded)
 - Build customized web-based interactive module
 - Contract with company for off-the-shelf training (similar to previous training)
- **Training Participants**
 - Council members
 - Advisory Body members
 - Council staff
 - SSC members



Comparison of training options

Training Type	Powerpoint	Build Customized	Off the Shelf
Council-specific content	Pro	Pro	Con
Ease of updating content	Pro	Con	Con
Upfront Cost	Pro	Con	Con
Ongoing Council Administrative Burden/Costs	Con	Unknown	Pro
Ease of tracking completion	Con	Unknown	Pro
Ease of assigning	Con	Unknown	Pro

Investigations Training