

Tennessee Tech Office of Sponsored Programs NSF Foundational Requirements Regarding Sexual Harassment, Other Forms of Harassment, and Sexual Assault

The National Science Foundation (NSF) requires awardee institutions to notify NSF of any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding an NSF funded PI or Co-PI. The NSF must be notified if the PI or Co-PI is placed on administrative leave or if the institution imposed any administrative action on the PI or any Co-PI relating to any finding/determination or an investigation of an alleged violation of institutional policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault. Finally, the award terms and conditions specify the procedures that will be followed by NSF upon receipt of a notification.

Institutional Requirements

As required by NSF policy, Tennessee Tech must:

1. Maintain Harassment-Free Research Workplaces
 - Establish and maintain clear and unambiguous standards of behavior
 - Establish notification pathways for all personnel, including students, regardless of workplace location
 - Provide accessible and evident means for reporting violations, including reporting when personnel are engaged in conferences, workshops, field work, or other research facilities
 - Ensure institutional due diligence with timely investigations of allegations and corrective actions
2. Reporting to NSF
 - Tennessee Tech must report to NSF if:
 - It places a PI or Co-PI on administrative leave related to an investigation of an alleged violation or a finding/determination demonstrating a violation of awardee policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault.
 - It imposes any administrative action on a PI or Co-PI related to an investigation of an alleged violation or a finding/determination demonstrating a violation of awardee policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault.
 - It issues a finding/determination regarding a PI or Co-PI demonstrating a violation of awardee policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault.
 - Tennessee Tech must also report to NSF if the university is a sub-recipient for an NSF-funded project and any of the above occur.
 - Within seven (7) business days of the date of the administrative leave/action or finding/determination the AOR will submit the notification to the NSF's Office of Equity and Civil Rights to harassmentnotifications@nsf.gov.

After receiving and reviewing the information, NSF will consult with Tennessee Tech and may:

- Initiate the substitution of the PI or a Co-PI;
- Reduce the award funding amount; or
- Suspend or terminate the award.

NSF Considerations

- Safety and security of personnel supported by the NSF award
- Overall impact to NSF-funded activity
- Continued advancement of taxpayer-funded investments in science and scientists
- Whether the awardee has taken appropriate action(s) to ensure continuity of science and that continued progress can be made under funded project

Coverage

- All grant personnel (PI, Co-PI roles trigger reporting requirement)
- All locations where grant work is undertaken (including conferences, workshops, field sites, on- and off-campus research facilities, online)

Implementation at Tennessee Tech

Tennessee Tech has a process to adhere to the NSF notification requirements: **Tennessee Tech Procedures Related to NSF Notification Requirements Regarding Sexual Harassment, Other Forms of Harassment, or Sexual Assault** (<https://www.tntech.edu/research/pdf/nsf/NSF-Procedures-Reporting-to-NSF.pdf>)