



National Science Foundation
Office of Polar Programs

The United States Antarctic Program – Harassment Policy Statement
September 2023

Dear U.S. Antarctic Program Participants,

The United States Antarctic Program (USAP) is committed to providing a safe and respectful work environment, free of any form of harassment. All USAP participating organizations take this responsibility very seriously. As harassment can take many forms, definitions and additional context are provided below to assist all USAP organizations and participants in preventing and identifying behavior considered completely unacceptable.

Harassment – Harassment is prohibited by Federal law. It is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment. Harassment unreasonably interferes with an employee's performance, and can create an intimidating, hostile, or offensive work environment. Any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

Sexual Harassment – Sexual Harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when the conduct is made as a condition of employment and when the conduct creates an intimidating, hostile, or offensive working environment.

All USAP personnel are already subject to various policies or rules that prohibit this conduct. For instance, all USAP participants are subject to the USAP Code of Conduct and military personnel are subject to the Uniform Code of Military Justice and applicable service regulations. All personnel are also subject to the various specific anti-harassment policies of their employing organizations. Additionally, the National Science Foundation's Office of Polar Programs has charged the Antarctic Support Contractor with establishing practices and procedures for reporting harassment; these practices and procedures will apply to ASC personnel as well as all USAP participants, including grantees when deployed at USAP stations and on research vessels.

If at any time you feel that a member of the Antarctic community, regardless of organizational affiliation, is violating any of these principles and standards, please speak up. You can report issues to your supervisor, principal investigator, department chair, commanding officer, or human resources, ethics or legal representatives, as applicable. You can also contact the National Science Foundation's Sexual Assault and Harassment Prevention and Response (SAHPR) Office by contacting saferscience@nsf.gov.

U.S. Antarctic Program Executive Management Board

Short,
Stephanie A.
Stephanie Short, Board Chair
Section Head,
Antarctic Infrastructure & Logistics

Digitally signed by Short,
Stephanie A.
Date: 2023.09.18
12:05:15 -04'00'

JON M
FENTRESS
Jon Fentress
Safety and Occupational Health Officer
Office of Polar Programs

Digitally signed by JON M
FENTRESS
Date: 2023.09.19
08:01:10 -04'00'

Lexy
Guenther:A01410C00000
1842ED3C5E600033031
Alexandra Guenther
Project Director
Antarctic Support Contractor

Digitally signed by Lexy
Guenther:A01410C000001842ED
3C5E600033031
Date: 2023.09.19 13:08:07 -04'00'


Colonel Chris Ford
Deputy Commander
Joint Task Force - Support Forces Antarctica

SARAH L
RUTH
Dr. Sarah Ruth
Acting Section Head
Antarctic Sciences

Digitally signed by
SARAH L RUTH
Date: 2023.09.18
16:41:43 -04'00'

RUSHING.MATTHE
W.EDWARD.10615
69401
Matthew Rushing
Polar Programs
IPT Lead, Naval Information Warfare Center, Atlantic

Digitally signed by
RUSHING.MATTHEW.EDWARD.
1061569401
Date: 2023.09.19 12:20:48 -04'00'

SANDER.CHRISTIA
N.ERIC.102122119
4
Colonel Chris Sander
Commander
109th Airlift Wing, NY Air National Guard

Digitally signed by
SANDER.CHRISTIAN.ERIC.1021
221194
Date: 2023.09.28 14:10:06 -04'00'

DONNELL.DENISE
MARGARET.11068
08232
Major General Denise M. Donnell
Commander
New York Air National Guard

Digitally signed by
DONNELL.DENISE.MARGARET.
1106808232
Date: 2023.10.06 12:07:54 -04'00'