

## New NSF Requirements for Safe and Inclusive Environments – PAPPG 2023

It is NSF policy (see Chapter XI.A.1.g.) to foster safe and harassment-free environments wherever science is conducted. NSF's policy recognizes that a community effort is essential to eliminate sexual and other forms of harassment in science and to build inclusive scientific climates where people can learn, grow, and thrive. Accordingly, for each proposal that proposes to conduct research off-campus or off site, the AOR must complete a certification that the organization has a plan in place for that proposal that describes how the following types of behavior will be addressed:

# Binghamton University Policy for Safe and Inclusive Environments

Researchers must review the following policy and establish a plan to enforce this policy while working in an off-campus setting.

Researchers working off campus must comply with SUNY Research Foundation ("RF") policies. All policies apply to all employees, applicants for employment, paid or unpaid interns, contractors, students, those with RF responsibilities, those who carry out business in the name of the RF, and third-parties conducting business with the RF while at an off-campus location. The RF does not tolerate any form of Sexual Harassment and all employees are required to conduct their work in a manner that prevents Sexual Harassment in the workplace, per the [policy](#). All SUNY RF employees are expected to take appropriate measures to ensure that prohibited conduct does not occur, and to report any suspected policy violations.

SUNY RF maintains a [Code of Conduct](#), which includes the 10 Pillars of Conduct for all RF actors, which demonstrates our commitment to promoting a safe, secure and healthy workplace, adherence to relevant law rules and regulations, high standards of professional conduct, mutual respect, and an inclusive workplace free of harassment and discrimination. Specifically, the Pillars include, inter alia,:

- Following the Law and reporting suspected violations;
- Acting Ethically and With Integrity, which includes acting according to the highest occupational and professional standards of conduct;
- Respecting our Community and Environment, which includes treating others in a thoughtful and courteous way; and
- Promoting a Diverse, Inclusive and Transparent Workplace, which includes being polite, fair and respectful, and avoiding all forms of discrimination, harassment, threats or violence.

The Code of Conduct reinforces that RF SUNY does not tolerate any form of abuse, intimidation, discrimination, retaliation, or harassment. Offensive, derogatory, harassing, discriminatory, and sexually explicit comments and behavior are not acceptable and will not be tolerated. Such behavior may result in disciplinary action up to and including termination of employment. The Code encourages employees to report suspected violations through multiple avenues, including an anonymous hotline.

The RF policies and procedures are complemented by SUNY system and Binghamton University campus policies, procedures and trainings.

## Policies for Safe and Inclusive Environment

The RF has established policies for the prevention of sexual harassment to ensure a safe, inclusive, and respectful work environment that is free of Sexual Harassment, and to provide a means to address such misconduct.

The [Division of Diversity, Equity and Inclusion \(DEI\)](#), and ancillary units aim to foster an inclusive and equitable environment welcoming all students, faculty, staff and the local community. DEI provides training and programming that promote the core values of the University and division: unity, inclusion

and equity. DEI also offers support, mediation and guidance to all campus constituents regarding bias, inequality and discrimination.

[Students' Bill of Rights](#) - The State University of New York and Binghamton University are committed to

## Consequences for Violating Policies

An employee's obligations under this Policy include reporting any violations witnessed by the employee,



2. Please describe how the following behaviors will be addressed for personnel working off-site for any portion of performance of this project: Abuse of any person, including, but not limited to, harassment, stalking, bullying, or hazing of any kind, whether the behavior is carried out verbally, physically, electronically, or in written form.

3. Please describe how the following behaviors will be addressed for personnel working off-site for any portion of performance of this project: Conduct that is unwelcome, offensive, indecent, obscene, or disorderly.

4. Identify steps the proposing principal investigator(s)/project team will take to nurture an inclusive off-campus or off-site working environment for this project. (NSF examples include: trainings, processes to establish shared definitions of roles and responsibilities, culture, codes of conduct, field support, mentor/mentee support mechanisms, regular check-ins, developmental events.)

5. Please describe how you will ensure all affected employees have access to this plan and any related resources named herein prior to commencement of off-campus work.

6. How will communications within the team and to the school/college(s) or the institution(s) be handled, minimizing singular points within the communications pathway (e.g., a single person overseeing access to a single satellite phone).

- 7.

## Certification

I, \_\_\_\_\_ (*PI Name*), agree to disseminate this plan to individuals participating in the off-campus or off-site research prior to commencement of their off-site work.

\_\_\_\_\_

Signature

\_\_\_\_\_

Date