

SCIENTIFIC AND STATISTICAL COMMITTEE REPORT ON MEMBERSHIP APPOINTMENTS AND COUNCIL OPERATING PROCEDURES

The Scientific and Statistical Committee (SSC) reviewed and discussed the model policy on addressing allegations of harassment of process participants other than Pacific Fishery Management Council (Council) employees and recommendations for defining professional meeting decorum (Agenda Item G.5, [Attachment 3](#) and [Attachment 5](#)). The SSC is supportive of efforts to formalize these policies and has the following suggestions for improving the policies as they are incorporated in Council Operating Procedures (COPs):

1. It would be useful to review harassment and conduct policies for other organizations, particularly those involved in Council activities, to ensure Council policies are comprehensive and consistent with currently accepted norms¹.
2. It would be useful for the policies to include clear definitions and specific examples of harassment and misconduct to ensure a clear understanding of what is and is not acceptable conduct.
3. There should be diversity in the designated set of people to whom allegations of harassment or misconduct can be reported and in the methods of reporting. For example, at a minimum, there should be more than one gender represented in the points of contact.
4. It would be useful to clarify the types of actions the Council might take against the offending individual in response to harassment and misconduct, and the anticipated time period for a response.

PFMC
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¹EEOC task force: <https://www.eeoc.gov/select-task-force-study-harassment-workplace-report-co-chairs-chai-r-feldblum-victoria-lipnic>
SAFS: https://fish.uw.edu/wp-content/uploads/sites/29/2022/11/SAFSCoCodeOfConduct_Sept2022.pdf
AFS: <https://fisheries.org/about/governance/standards-of-professional-conduct/>
<https://fisheries.org/about/governance/afs-meetings-code-of-conduct/>