

SALMON TECHNICAL TEAM REPORT ON
MEMBERSHIP APPOINTMENTS AND COUNCIL OPERATING PROCEDURES

The Salmon Technical Team (STT) reviewed and discussed the Attachment 6 under this agenda item titled “Recommendations for a Respectful and Harassment-free Workplace.” The STT also had the opportunity to review the draft Scientific and Statistical Committee (SSC) report on this same topic. The STT supports efforts to develop policies intended to ensure a respectful and harassment free workplace when engaging in Council activities. The STT supports the recommendations provided in the SSC report to help improve Council policy, which are outlined here for reference.

1. Consult experts (in workplace law, human resources, and sociology, for example) and review the literature on best practices in prevention of, and response to, harassment.
2. Provide effective training to ensure that Council participants are aware of and comprehend the Council policies and provide training for the Council participants assigned to receive and investigate reports of inappropriate behavior. The STT also notes that the training should be provided from experts outside of the Council arena.
3. Better define the specifics of the reporting process and outcomes of investigations in the [Harassment Procedures Policy](#).
4. Develop a common set of ground rules for conduct to apply to each advisory body or meeting.
5. Develop a process for anonymous reporting.

In addition, the STT acknowledges that harassment prevention and response is a multifaceted topic with far reaching application. Where it is appropriate, we encourage the Council to consider these factors in related fields of Council policy such as but not limited to diversity, equity, inclusion, and retention.

PFMC
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