

Overview

History

- 2022 Council Coordinating Committee discussions
- March 2023: Adoption of the Harassment Procedures Policy; discussion of staff proposals, advisory body comments

Current

- Consider additional measures to promote a respectful and harassment-free work environment.
- Provide guidance on next steps.

Staff Recommendations – Respectful Workplace

1. Council Operating Procedure Modifications
2. Enhancing the Intent to Serve Form
3. Ground Rules
4. Committee Operational Guidelines

1. Council Operating Procedures

- Removal for just cause including violations of marine resource regulations, felony convictions, and reports of sexual harassment or rude and disruptive behavior
- Limited to members of a particular committee and the Council staff assigned to the committee
- Staff Recommendation: Expand to include all Council participants
“...repeatedly fails to adhere to proper decorum and to show respect for Council participants ~~other panel members, or the panel itself~~, as evidenced by rude and disruptive behavior and/or an unwillingness to refrain from abusive treatment or harassment of other Council participants ~~members and/or Council staff assigned to assist the advisory panel in carrying out its business of providing recommendations to committees and the Council.~~”

2. Enhancing the Intent to Serve Form

“I agree to follow the process and procedures outlined in the [Council Operating Procedures](#) and Harassment Reporting Procedures. I commit to promoting an environment that encourages mutual respect, promotes civil discourse, and is free from all forms of harassment and discrimination during Council-sponsored meetings. I understand that as a member of a Council advisory body, I am expected to conduct myself in a professional manner when on Council-funded travel and when attending Council-sponsored meetings for the duration of such travel and meetings, including when the meeting is in recess.”

3. Ground Rules

- a) Treat everyone with respect.
- b) Listen and seek to understand differing views or opinions.
- c) Wait to be recognized by the moderator before speaking.
Do not interrupt or engage in side-conversations when others have the floor.
- d) Represent information honestly and openly.
- e) Refrain from using offensive, disrespectful, or derogatory language. Personal or organizational attacks or insults will not be tolerated.
- f) Allow for a balance of speaking time – moderate the length and number of times each individual speaks on each topic.

3. Ground Rules – EWG Recommendation

- a) Treat everyone with respect.
- b) Listen and seek to understand differing views or opinions.
- c) Non-advisory body members should follow the guidelines set by the moderator before speaking.
- d) Do not interrupt or engage in side conversations when others have the floor.
- e) Represent information honestly and openly.
- f) Refrain from using offensive, disrespectful, or derogatory language. Personal or organizational attacks or insults will not be tolerated.
- g) Allow for a balance of speaking time – moderate the length and number of times each individual speaks on each topic

4. Committee Operational Guidelines

- Each advisory body would document their unique operations
 - Post on the group's website, link on agendas
 - Reviewed and re-visited as necessary
- Examples
 - Roles and responsibilities
 - Techniques used to facilitate healthy debates
 - Review, resolve, and finalize statements

Harassment

- The Harassment Reporting Procedures expressly prohibit retaliation
- Staff recommends including that language in the COP

Decorum

Participants in the Council process are expected to participate in a manner that is professional and respectful of Council members, staff, advisors, committee members, and the public. Harassment will not be tolerated. Preventing harassment is everyone's responsibility and individuals who experience or observe harassment are strongly encouraged to come forward to ensure a safe working environment for everyone involved in the Council process. Council process participants who observe, experience, or receive a report of harassment, including but not limited to sexual harassment or assault, should report the matter as soon as possible to an appropriate official as described in the Harassment Procedures Policy. The Council will not tolerate harassment or retaliation against those who report harassment.

Harassment Discussion

- Tribal Report ([Agenda Item G.5.a, Tribal Report 1, March 2023](#)), supported by many Advisory Bodies
 - Provide examples of harassment
 - Diversity in reporting
 - Clarity on the response to harassment reports
- Anonymous reporting
- Third party reporting

Council Action

- Consider additional measures to promote a respectful and harassment-free work environment. Specifically consider
 1. Council Operating Procedure Modifications
 2. Enhancing the Intent to Serve Form
 3. Ground Rules
 4. Committee Operational Guidelines
- Consider the Tribal and Advisory Body reports recommendations and provide guidance on next steps.