

## STATUS OF IMPLEMENTING COUNCIL GUIDANCE FROM JUNE 2023

The following written guidance was provided by Ms. Ridings and adopted by the Council at the June 2023 meeting. The status of each item is provided in red italics. Several of the items were recommended for development and consideration by the Council Coordinating Committee (CCC) and are expected to be discussed at their May 2024 meeting.

### Council Guidance

- 1) Request that the Executive Director direct staff to:
  - a. Update the COPs regarding protections against rude and disruptive behavior to expand from the assigned Council staff and advisory body members to all Council participants as described in Attachment 6 (staff report on Recommendations for a Respectful and Harassment-Free Workplace), page 1.
  - b. Modify the Intent to Serve form to ask advisory body members to commit to following the procedures outlined in the COP and in the Harassment Procedures Policy, as described in Attachment 6, page 2 as modified by SSC Report 1.
  - c. Modify the Decorum section of COP 1 to include language that addresses harassment and retaliation as described in Attachment 6, page 3.  
*Completed - see [COPs and Harassment Procedures Policy](#)*
- 2) Adopt overarching Draft PFMC Advisory Body Ground Rules as described in Attachment 6, page 2, for all advisory bodies as modified by Supplemental SAS Report 1. *Completed - see [Advisory Body Groundrules](#)*
- 3) Request that all advisory bodies develop committee-specific Operational Guidelines. *In progress, should be posted on the Council's website by the June Council meeting.*
- 4) Add examples of harassment to the Council harassment policy via a new attachment. *Forwarded for discussion and development by the CCC.*
- 5) Request that NMFS, NOAA, or the Department of Commerce continue to coordinate with Council staff and provide experts to advise and work with the Council and Council staff, as recommended and described by SSC Report 1, to ensure that all Council harassment and respectful workplace policies and trainings are comprehensive and consistent with currently accepted norms. *Forwarded for discussion and development by the CCC.*
- 6) Explore and report back to the Council regarding further training/s on harassment prevention and reporting for Council members, staff, and advisory body members. *Forwarded for discussion and development by the CCC.*
- 7) Develop a process for anonymous reporting to further reduce barriers to reporting and to allow Council staff to track patterns of inappropriate or unwelcome behavior. *Council staff had a valuable discussion with the NOAA Workplace Violence Prevention Coordinator. While the Federal government has a robust system and process; it is only available to Federal employees and contractors. The Council Executive Director developed an internal system developed for documenting concerns, investigations, and outcomes. Forwarded for discussion and further development by the CCC.*
- 8) Explore improvements to the reporting process and outcomes of investigations. *Forwarded for discussion and development by the CCC.*

- 9) Explore a code of conduct that applies to AB/MTs, Council members, Council staff, and the public. *Forwarded for discussion and development by the CCC.*
- 10) Draft a statement of intent to protect those who are most vulnerable (i.e. historically marginalized persons) and to increase retention of those individuals by providing both institutional support and safe work space culture through this initiative. *Forwarded for discussion and development by the CCC.*