

E Revisions to the Council SOPP
Council Motion
April 10, 2023

The Council adopts the revised Statement of Organization, Practices, and Procedures (SOPP), labeled “April 2023 DRAFT for Council review” as posted on the eAgenda, with the following additional revisions (additions shown in **bold**, deletions in ~~strikeout~~):

Page 33, in Attachment 1, NPFMC Policy on Addressing Allegations of Harassment of Council Employees

SECTION 4. PROCEDURES.

.01 Reporting Allegations of Harassment

c. Any Council process participants (e.g. Council Member, NOAA employee, or others participating in the Regional Fishery Management Council process, aside from Council employees) who observe or receive a report of harassment of a Council employee ~~should to~~**must** report the incident to the Council Executive Director, Deputy Director, chair or vice-chair as soon as possible.

.02 Taking Action on Reported Allegations of Harassment.

a. A supervisor **or Council member** who receives an allegation that a Council employee has been harassed (whether the allegation is received from the employee or from another person on their behalf) **must** immediately⁴ report the allegation, in writing, to the designated point of contact. Failure by the supervisor **or Council member** to report the allegation could result in disciplinary or adverse action against the supervisor **or Council member** for failure to adhere to the provisions of this Policy.

Pages 37-38, in Attachment 2, NPFMC Policy on Addressing Allegations of Harassment of Process Participants other than Council Employees

SECTION 4. PROCEDURES.

Reporting

Council Process Participants who observe, experience, or receive a report of harassment, including but not limited to sexual harassment or assault, ~~should~~**must** report the matter as soon as possible to an appropriate official. Swift reporting allows appropriate law enforcement authorities, the NOAA National Marine Fisheries Service (NMFS), or the Council, as appropriate, to take measures to ensure that offensive behavior stops, the harassee’s needs are addressed, and action is taken against the offender. Council Process Participants who observe or are subject to harassment by any Council member, Council employee, or other Council Process Participants may report incidents in a variety of ways, including but not limited to:

- The Council Executive Director or Deputy Director;
- The Council chair or vice-chair;
- Appropriate law enforcement authorities, as needed.

Council Response to Reports

Unless the particular circumstances require otherwise, any Council Member, Council employee, or NOAA employee who receives a report of harassment of a Council process participant ~~should~~**must** communicate the details of that report, in writing, to the Council Executive Director for appropriate action under this policy. In the event of a reported incident, a response team should be convened consisting of, as appropriate depending upon the context, the Council Executive Director, other designated Council points of contact, and the Council Chair. The response team will determine appropriate follow-up, including whether to engage the NMFS Regional Administrator in the response to the incident, based on the allegations raised and the parties involved⁸. The Council shall maintain a record of each allegation received under this policy, which shall be made available to NMFS upon request.