

## Employee Resources for Reporting and Discussing Misconduct

### A Resource Matrix from the Civility and Inclusion Council for use in the Peer Support Worker Program

Note: Please call 911 in an emergency or x7222 in Reston. If you feel unsafe and it is not an emergency, your confidentiality is maintained when you discuss concerns with the USGS Ombuds, Vikram Kapoor 202-494-2907.

Issue	Resource	Contact Info for Report-Taking Entity	Web Link for Report-Taking Entity	Resource Description
Interpersonal Conflicts	USGS Conflict Resolution Plus Program (CORE PLUS)	703-648-7469	<a href="https://www.usgs.gov/about/organization/science-support/human-capital/conflict-management">https://www.usgs.gov/about/organization/science-support/human-capital/conflict-management</a>	Our office provides impartial and confidential assistance to USGS employees seeking to improve and/or resolve workplace issues and concerns. Services include conflict coaching, mediation, facilitated dialogue, team intervention, climate assessment and training.
Work / Life Challenges	Employee Assistance Program (confidential)	800-869-0276	<a href="https://www.doi.gov/pmb/hr/eap-counselors">https://www.doi.gov/pmb/hr/eap-counselors</a>	DOI's Employee Assistance Program (EAP) offers confidential short-term counseling and referral services for a wide range of personal challenges. Whether you are experiencing the death of a loved one, workplace harassment, stress, or going through a divorce, our services are available at no cost to you or members of your family.
Anything / Unsure	USGS Ombuds - Vikram Kapoor (confidential)	202-494-2907	<a href="https://www.usgs.gov/media/files/doi-cadr-ombudsman-role-responsibilities">https://www.usgs.gov/media/files/doi-cadr-ombudsman-role-responsibilities</a>	An independent and neutral person with whom all employees at all levels – supervisors and non-supervisors - may speak confidentially, informally and off-the-record about work-related concerns or questions.
Scientific Integrity	USGS Office of Science Quality and Integrity	<a href="mailto:gs_science_integrity@usgs.gov">gs_science_integrity@usgs.gov</a>	<a href="https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/scientific-integrity#si">https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/scientific-integrity#si</a>	Scientific integrity (SI) is maintained when all employees adhere to professional values and practices when conducting and applying the results of science and scholarship that ensures objectivity, clarity, and reproducibility, and that provides insulation from bias, fabrication, falsification, plagiarism, outside interference, and censorship. Allegations of scientific misconduct may be submitted following the guidelines in the USGS policy on scientific integrity via email shown.
Hatch Act Violation	Office of Special Counsel (OSC)	<a href="https://osc.gov/pages/file-complaint.aspx">File a Complaint: https://osc.gov/pages/file-complaint.aspx</a>	<a href="https://osc.gov/Pages/WhatWeDo.aspx">https://osc.gov/Pages/WhatWeDo.aspx</a>	Protecting integrity of federal government and certain state and local agencies from prohibited political activity.
Prohibited Personnel Practices				Protecting federal employees from improper personnel actions, including retaliation for whistleblowing, and discrimination based on marital status, political affiliation, and in some cases sexual orientation or gender identity.
Uniformed Services Employment / Reemployment Rights Act Violations				Protecting the employment and reemployment rights of veterans, guardspeople, and reservists.
Waste Fraud Gross Mismanagement Abuse of Authority	DOI Office of Inspector General	See web link for complaint form	<a href="https://www.doiig.gov/complaints/complaint-hotline">https://www.doiig.gov/complaints/complaint-hotline</a>	OIG is alert to waste, fraud, and mismanagement, whether expressed as administrative waste or criminal activity, and we use a range of audit and investigative tools to ensure that the Secretary, the Congress, and the public are informed when changes to DOI programs become necessary to achieve this goal.
Misuse of Position and Government Resources	USGS Ethics Office	<a href="mailto:EthicsOffice@usgs.gov">EthicsOffice@usgs.gov</a>	<a href="https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/usgs-ethics-office">https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/usgs-ethics-office</a>	The Ethics Office enhances the ethical culture at USGS and the integrity of USGS programs by providing guidance, information and training to USGS employees and volunteers. Our work helps ensure compliance with ethics statutes, regulations, DOI and USGS policies, and restrictions on the financial interests and outside activities of USGS employees.
Harassment	Human Resources - Employee Relations	Depends on Region or Mission Area	<a href="https://www.usgs.gov/about/organization/science-support/human-capital/connect">https://www.usgs.gov/about/organization/science-support/human-capital/connect</a>	Employee Relations advises managers, supervisors, and employees on adverse and disciplinary actions, employee recognition programs, performance appraisal systems, attendance and leave, hours of work, telework, suitability, drug-testing, grievances and appeals.
	Anti-Harassment Program Manager - Jo-Ann Dominique	703-648-7452/ 916-995-3150	<a href="https://www.usgs.gov/about/organization/science-support/human-capital/anti-harassment-program">https://www.usgs.gov/about/organization/science-support/human-capital/anti-harassment-program</a>	Oversees implementation of anti-harassment policy.
Harassment (discriminatory)	USGS Office of Diversity and Equal Opportunity (DEO)	703-648-7770 or 866-816-1106	<p><b>To Report to USGS:</b> Go to <a href="https://www.usgs.gov/about/organization/science-support/human-capital/connect">@theCore</a> and search for Equal Opportunity in the A-Z Index USGS Definition of Harassment: <a href="https://www.usgs.gov/media/files/anti-harassment-definitions">https://www.usgs.gov/media/files/anti-harassment-definitions</a></p> <p><b>EOC definitions of discrimination types and protected classes:</b> <a href="https://www.eeoc.gov/laws/types/index.cfm">https://www.eeoc.gov/laws/types/index.cfm</a></p>	<p>Equal Employment Opportunity (EEO) Specialists are responsible for the initial acceptance and investigation of individual complaints of discrimination on the basis of race, color, national origin, religion, sex, age, mental or physical disability, sexual orientation, reprisal, or genetic information in conformance with Federal and Departmental regulations.</p> <p>Employees should contact an EEO counselor within 45 days of the most recent offending incident if they wish to report discrimination.</p>
Emergency, Criminal, or Suspicious Activity	Law Enforcement, Federal Protective Service, & Local Management	Local police dispatch or 911 depending on severity, Federal Protective Services (FPS) if applicable	<a href="https://www.dhs.gov/topic/federal-protective-service">https://www.dhs.gov/topic/federal-protective-service</a>	Federal Protective Service Mission Statement: To prevent, protect, respond to and recover from terrorism, criminal acts, and other hazards threatening the U.S. Government's critical infrastructure, services, and the people who provide or receive them.
Physical Violence or Internal / External Threats after contacting 911 or FPS or x7222 in Reston	USGS Security Management Branch	703-648-4468 - John Erhard 303-236-9189 Chad Kime (ask about form DM 446 17)	Please call the number.	Follow up with USGS Security Management Branch if an emergency situation or interaction with local first responders, law enforcement, FPS has occurred.

Notes: Prepared by USGS Civility & Inclusion Council for employees of the Department of Interior, U.S. Geological Survey, last updated July 2021. Several options for reporting and discussing misconduct may exist in some instances.