
Frequently Asked Questions: Virtual SAHPR Listening Sessions

What is the purpose of these listening sessions?

The purpose of the Listening Sessions is to provide USAP community members with the opportunity to respond to the SAHPR Needs Assessment Report and Implementation Plan (Report), for community members to engage NSF leadership about their experiences regarding sexual harassment and assault within the USAP, and to provide feedback to NSF on SAHPR efforts, past, present, and future. Attendees will be prompted to share their ideas, concerns, and recommendations for improvement. They will also be invited to identify any programmatic or policy-related areas that they believe were not addressed by the Report. In short, these sessions are intended to serve as community members' opportunity to speak directly to leadership at NSF, and for NSF leaders to listen (NSF participation outlined at the end of the FAQs). It is also – importantly – a place for NSF to acknowledge the harms that have occurred and underscore NSF's commitment to change.

Who can attend the Listening Sessions?

Any USAP participant who has deployed, particularly in the last five years (including grantees, research team members, contractors, subcontractors, and members of the military). *Note: We have asked that the Human Resources staff from Leidos and other partnering contractors' not attend the sessions.*

Who will be facilitating the Listening Sessions?

Members of Team LDSS, the subject-matter experts who conducted the SAHPR Needs Assessment and developed the Implementation Plan.

Who are Team LDSS? Who are the experts working on this SAHPR project?

In April 2021, NSF Office of Polar Programs (OPP) entered into an agreement with the Department of the Interior's Federal Consulting Group (FCG) to oversee services provided by prime contractor Leading and Dynamic Services and Solutions (LDSS), and subcontractors Alteristic, Inc. and the Victim Rights Law Center (VRLC), known collectively as "Team LDSS." The Team conducted the needs assessment, crafted the implementation plan, and continue to support NSF's efforts to develop a Sexual Assault/Harassment Prevention and Response (SAHPR) Program.

We don't have access to Zoom in Antarctica; can I still join a virtual listening session?

Yes. You may call in direct from any landline phone at McMurdo, South Pole, or Palmer Stations using the Denver area code (720). This will be a local call from the ice.

What if I do not want to say something in front of other people?

We want you to feel safe in sharing your comments or experiences. There will be several opportunities to share your reactions to the report and recommendations regarding next steps. If you do not want to attend a virtual Listening Session, you may speak individually with someone from Team LDSS; they will be available by appointment and can be contacted at hegge@alteristic.org or aldrich@ladderconsulting.net. There will also be a virtual session specifically for survivors (people who have experience sexual assault or sexual harassment in the USAP) in February where you will have the option to use an alias, call in, and/or decline the web camera access. If you want to submit comments in writing, you may send them to sashort@nsf.gov or mejacks@nsf.gov. Or you may reach out to a confidential victim advocate at usapadvocate@ldsscorp.com.

What if my supervisor or the person who harmed me is in the listening session at the same time as me?

We want you to feel safe sharing your experiences and responses to the report. If there is a person in the listening session that you are not comfortable sharing in front of, you have several options. First, you may leave and come to another virtual session. You may use an alias and/or decline the web camera options. You can make an appointment to talk to members of Team LDSS in a private setting. Or you may reach out to a confidential victim advocate at usapadvocate@ldsscorp.com.

I haven't had time to read the whole report, should I still attend?

Yes! You will find summaries of findings attached to the invitation for the Listening Sessions. You don't have to read the full report to join in the discussion.

How will you use what we say in the listening sessions? Will you share what we say to our leadership?

Team LDSS has asked that we have a notetaker for each of the Listening Sessions. The notes will be for Team LDSS's use and, in aggregate, only to help guide NSF's SAHPR efforts moving forward, including program improvements, policy updates, and support for survivors. The notetaker will NOT record names or link comments to a specific individual.

Who will be attending from NSF?

[Stephanie Short](#)

Section for Antarctic Infrastructure and Logistics (GEO/OPP/AIL)
Section Head

[Michael Jackson](#)

Section for Antarctic Sciences (GEO/OPP/ANT)
Acting Section Head

[Sarah Williams](#)

Office of Equity and Civil Rights (OECR)
Acting Deputy Office Head