

**National Oceanic and Atmospheric Administration (NOAA)  
Office of Workplace Violence Prevention and Response  
(WVPR)**

**NOAA Webinar Series and Summits**

**This Action Applies to Rubric Item(s): #7, Prevention Program or Toolkits**

**Description of Work:**

**Webinar Series**

In early spring of 2020, the NOAA's Workplace Violence Prevention and Response Office (WVPR) developed an ongoing prevention series for the entire workforce. WVPR reached out to experts in the fields of psychology, workplace wellness, and sexual violence to showcase research-based tools to combat hostile work environments, harassment and assault through engaging and interactive webinars.

NOAA believes that one of the antidotes to workplace violence is workplace wellness. This means that teaching specific skills around conflict resolution, the art of apology, and basic civility can work to enhance the overall health of the workplace and better equip bystanders to intervene. We have used these webinars as part of our larger prevention strategy as they disseminate information regarding preventing sexual assault and harassment. Each webinar comes complete with worksheets that have attendees practice the skills discussed.

Through July 2020, there have been over a dozen webinars presented with approximately 7500 registrants. Webinars are advertised monthly via all-hands emails dispersed by NOAA's Office of Human Capital Services (OCHS), as part of the outreach that includes presentations by the Work-Life branch of OCHS and the Employee Assistance Program, as well as via the WVPR external and internal websites detailed later in this report.

All webinars are recorded and hosted on one of the two channels listed below where NOAA employees, affiliates, and contractors can watch at their convenience. These specifically include:

- Workplace Wellness- stress management, violence prevention, psychological safety, conflict resolution
- Partners and Resources- knowledge and resources for sexual assault/sexual harassment (SASH)

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

### **Webinars: Workplace Wellness**

Webinars produced by WVPR have been under the category of Workplace Wellness focus on stress management, time management, mindfulness, and conflict resolution. These webinars teach tools and skills to the workforce that reinforce civility and how to de-escalate conflict through practicing various scenarios and activities. Specifically our webinars provide an approach to reducing uncivil behaviors before they escalate to illegal harassment or assault. WVPR records each live event to preserve it for re-viewing or viewing by those not able to make the initial presentation. The ability to view all or part of the recorded webinars at any time has furthered the outreach of this workplace violence prevention effort.

### **Webinars: Partners and Resources**

WVPR has also featured webinars on how to combat domestic and sexual violence. NOAA partnered with Raliance and another expert on domestic violence to provide a sexual misconduct and domestic violence 101 series. This series discussed the continuum of harm for unhealthy behaviors, early warning signs, as well as opportunities to practice ways to intervene when witnessing and experiencing sexual and domestic violence.

In April 2020, WVPR facilitated a panel-based webinar to introduce NOAA's sexual assault/sexual harassment prevention and response partners and their ongoing services and efforts, which are available to the entire NOAA workforce. Panelists included representatives from the following organizations: Rape Abuse Incest National Network (RAINN), EverFi, Soteria Solutions, Standing Together Against Rape (STAR) Alaska, and the National Academy of Sciences. Webinars on topics of intimate partner violence and sexual misconduct are also hosted on this channel.

### **2020 Workplace Violence Prevention and Response Virtual Summit**

NOAA is preparing to host its first Workplace Violence Prevention and Response summit focused on workplace wellness. Given the current situation with COVID-19 (public health concern and travel restrictions), this will be a virtual event held in October 2020. The summit focuses on the importance of workplace wellness and the challenges of the workforce "working well together." The program will focus on actionable takeaways that can be easily incorporated to improve and maintain positive work-life balance and increased productivity.

The summit will be divided between providing tools to decrease virtual fatigue and burnout, bringing awareness to existing concerns of the workforce and resources to combat them, and prevent and respond to current workforce challenges. When addressing challenges our speakers will specifically focus on disseminating prevention tools to the audience that they can immediately use. The summit will come with a workbook filled with prevention strategies and tools.

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

### **2021 Sexual Assault and Sexual Harassment (SASH) Summit**

NOAA is planning a 3-day (in-person) training conference in April 2021. The purpose of this event is to provide essential, substantive and skills-based training to the NOAA workforce including managers, contractors, staff and other U.S. Government advocacy, harassment, and human resources professionals to increase their understanding of workplace violence issues. The 2 weeks potentially available for the training conference are: April 7 – April 9 and April 14 – 16. April 2021 will mark the 20<sup>th</sup> anniversary of National Sexual Assault Awareness Month, which this conference will highlight.

Participants will be immersed in interactive discussions and learning experiences aimed at fostering self-discovery while inspiring change. There will be time and space provided for reflection and creative expression. We envision the summit as the beginning or kick-off event that will launch on-going training and continuing education on Workplace Violence Prevention And Response and SASH topics. Speakers and trainers will also be featured in webinars made available for leadership and supervisors on a bi-monthly basis into 2021.

**Website for further information (if applicable):** <https://www.noaa.gov/workplace-violence-prevention-response-program>

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