

Summary of Federal Safe, Secure, Equitable, and Inclusive Research Requirements by Agency

AGENCY	NSF	NASA	ENERGY & DOE National Labs	NIH
Requirements	<p>Safe and Inclusive Working Environments for Off-Campus or Off-Site Research Plan</p> <p>For proposals that propose to conduct research off-campus or off site, the AOR must complete a certification that the organization has a plan in place <i>for that proposal</i> that describes how the following types of behavior will be addressed:</p> <ol style="list-style-type: none"> Abuse of any person, including, but not limited to, harassment, stalking, bullying, or hazing of any kind, whether the behavior is carried out verbally, physically, electronically, or in written form; or Conduct that is unwelcome, offensive, indecent, obscene, or disorderly. <p>This plan should also identify steps the proposing organization will take to nurture an inclusive off-campus or off-site working environment, e.g., trainings; processes to establish shared team definitions of roles, responsibilities, and culture, e.g., codes of conduct; and field support, such as mentor/mentee support mechanisms, regular check-ins, and/or developmental events.</p> <p>Guidance: PAPPG Ch.II.E.9</p>	<p>Inclusion Plan</p> <p>13 Programs within NASA’s Research Opportunities in Space & Earth Sciences (ROSES) are requiring that proposals contain an Inclusion Plan (IP).</p> <p>IP’s must outline:</p> <ul style="list-style-type: none"> How the team will work against barriers to create and sustain inclusive work environments and How the team will equip members in such a way that they can go on to lead and contribute to other teams that are diverse and inclusive. <p>Note: Language has not been standardized among/for ROSES solicitations.</p> <p>Guidance: Researchers - Inclusion Plan Resources web page</p>	<p>Promoting Inclusive and Equitable Research (PIER) Plan</p> <p>The inclusion of PIER Plans in funding applications makes the Office of Science’s (SC) commitment to inclusive excellence explicit and a consistent expectation of all SC-funded research and research related activities. Guidance language for PIER Plans will appear in Section IV (Application and Submission Information), subsection D.2. (Research and Related Other Project Information) in SC’s Funding Opportunity Announcements.</p> <p>All applications must provide a PIER Plan as an appendix (not exceed three (3) pages) to the research proposal narrative:</p> <ul style="list-style-type: none"> The PIER plan should describe activities and strategies of the applicant to promote equity and inclusion as an intrinsic element to advancing scientific excellence in the research project within the context of the proposing institution and any associated research group(s). The complexity and detail of a PIER is expected to increase with the size of the research team and the number of personnel to be supported. PIER Plans will be evaluated as part of the merit review process and will be used to inform funding decisions. <p>Guidance: Information about PIER Plans</p>	<p>Notification of Removal or Disciplinary Action Involving Program Directors / Principal Investigators or other Senior/Key Personnel</p> <p>NIH recipient institutions are required to notify NIH when individuals identified as PD/PI or other Senior/Key personnel in an NIH notice of award are removed from their position or are otherwise disciplined by the recipient institution due to concerns about harassment, bullying, retaliation, or hostile working conditions.</p> <p>Authorized Organization Representative (AOR): Notification must be provided by the AOR within 30 days of the removal or disciplinary action and must be submitted to NIH through a dedicated web form. If it is determined that the concerns shared with NIH will impact the PD/PI or senior key personnel's ability to continue as the scientific lead of the project, NIH will require prior approval for a replacement PD/PI or senior key official.</p> <p>Individuals may also use the NIH’s dedicated web form to inform NIH about harassment or discrimination concerns contributing to an unsafe or hostile work environment affecting an NIH funded project at a recipient institution. Individuals may choose to remain anonymous or provide their contact information.</p> <p>Guidance: NOT-OD-22-129: Updated Requirements for NIH Notification of Removal or Disciplinary Action Involving Program Directors/Principal Investigators or other Senior/Key Personnel</p>
When	<p>Certification at time of proposal submission</p> <p>Dissemination prior to departure</p>	At proposal submission as separate document	At time of proposal submission as appendix to proposal narrative – cannot be a separate file.	<p>Individuals. No specified time.</p> <p>Institution via AOR. Notification within 30 days of removal or disciplinary action.</p>
Awardee Actions	The organization’s plan for the proposal must be disseminated to individuals participating in the off-campus or off-site research prior to departure . <i>Proposers should not submit the plan to NSF for review.</i>	Plan must be submitted as part of the proposal	Plan must be submitted as part of the proposal	
Stakeholders	Title IX Office, Office for Research, School/Department, Researcher, Project Personnel	Title IX Office, Office for Research, School/Department, Researcher	Title IX Office, Office for Research, School/Department, Researcher	Title IX Office, Office for Research, Individuals
Certifier	Distinct Certification: Northwestern University Authorized Organizational Representative (AOR) – Sponsored Research	Standard Certification as part of submission process: Northwestern University Authorized Organizational Representative (AOR) – Sponsored Research	Standard Certification as part of submission process: Northwestern University Authorized Organizational Representative (AOR) – Sponsored Research	N/A

Note: This document is intended as a supplemental reference not a replacement for agency guidance. Always refer to the most recent agency guidance, solicitation instructions, and award terms and conditions.