problem in our workforce that threatens the health of our enterprise. Late last month, NIH leadership released an important statement outlining actions NIH is taking to become part of the solution to address sexual harassment in science. This statement was intended to send a clear message to the institutions we are funding and researchers who lead the research that sexual harassment is simply unacceptable. NIH has not and will not just look the other way when accusations come to our attention. We are now sending you this letter to ask our grantee institutions to intensify your own efforts in partnering with us to address this serious problem.

to

an NIH grant award is no longer able

to fulfill their obligations to conduct research because they have been removed from the workplace because of sexual harassment concerns, NIH requires institutions to notify the agency of this change.

NIH expects all NIH-funded institutions to have disseminated and implemented policies and practices that

- o foster a harassment-free environment;
- o maintain clear, unambiguous professional codes of conduct;
- ensure employees are fully aware and regularly reminded of applicable laws, regulations, policies, and codes of conduct;
- o provide an accessible, effective, and easy process to report sexual harassment, and protection from retaliation; and

o respond promptly to allegations to ensure