

Employee Resources for Reporting and Discussing Misconduct
A Resource Matrix from the Civility and Inclusion Council 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, Fernando Caetano: 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 | https://www.usgs.gov/about/organization/science-support/human-capital/conflict-management | USGS CADR |
| Work / Life Challenges | Employee Assistance (confidential) | 800-869-0276 | https://www.doi.gov/pmb/hr/eap-counselors | DOI EAP |
| Anything / Unsure | USGS Ombuds - Fernando Caetano (confidential) | 202-494-2907 | https://www.usgs.gov/atom/52507 | DOI Ombuds |
| Scientific Integrity | USGS Office of Science Quality and Intergity | gs_science_integrity@usgs.gov | https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/scientific-integrity#si | USGS OSQI |
| Hatch Act Violation | Office of Special Counsel (OSC) | File a Complaint: https://osc.gov/pages/file-complaint.aspx | https://osc.gov/Pages/WhatWeDo.aspx | Hatch Act |
| Prohibited Personnel Practices | | | | Prohibited Personnel Practices |
| Uniformed Services Employment / Reemployment Rights Act Violations | | | | Uniformed Service Employment / Reemployment Rights Act |
| Waste | DOI Office of Inspector General | See web link for complaint form | https://www.doiig.gov/complaints/complaint-hotline | DOI OIG |
| Fraud | | | | |
| Gross Mismanagement | | | | |
| Abuse of Authority | | | | |
| Misuse of Position and Government Resources | USGS Ethics Office | EthicsOffice@usgs.gov | https://www.usgs.gov/about/organization/science-support/office-science-quality-and-integrity/usgs-ethics-office | USGS Ethics |
| Harassment | Human Resources - Employee Relations | Depends on Region or Mission Area | https://www.usgs.gov/about/organization/science-support/human-capital/connect | USGS Employee Relations |
| | Anti-Harassment Program Manager - Jo-Ann Dominique | 703-648-7452/ 916-995-3150 | https://www.usgs.gov/about/organization/science-support/human-capital/anti-harassment-program | USGS Anti-Harassment Program |
| Harassment (discriminatory) | USGS Office of Diversity and Equal Opportunity (DEO) | 703-648-7770 or 866-816-1106 | <p>To Report to USGS: Go to the Office of Diversity and Equal Opportunity's intranet and select EEO Counselors from the left-side navigation</p> <p>USGS Definition of Harassment: https://www.usgs.gov/atom/55492</p> <p>EEOC definitions of discrimination types and protected classes: https://www.eeoc.gov/laws/types/index.cfm</p> | USGS DEO |
| 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 | https://www.dhs.gov/topic/federal-protective-service | FPS |
| 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. | USGS Security |

Notes: Prepared by USGS Peer Support Workers for employees of the Department of Interior, U.S. Geological Survey, last updated June 2019. Several options for reporting and discussing misconduct may exist in some instances. Peer Support Workers (PSWs) will develop an FAQ to be appended to the back of this resource during FY20.

[FAQ Link](#)

Cell: E5

Comment: USGS CADR:

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.

Cell: E6

Comment: DOI EAP:

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.

Cell: E7

Comment: DOI Ombuds:

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.

Cell: E8

Comment: USGS OSQI:

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.

Cell: E9

Comment: Hatch Act:

Protecting integrity of federal government and certain state and local agencies from prohibited political activity.

Cell: E10

Comment: 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**.

Cell: E11

Comment: Uniformed Service Employment/Reemployment Rights Act:

Protecting the employment and reemployment rights of veterans, guardspeople, and reservists.

Cell: E12

Comment: DOI OIG:

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.

Cell: E16

Comment: USGS Ethics:

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.

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Cell: E19

Comment: USGS Anti-Harassment Program:

Oversees implementation of anti-harassment policy.

Cell: E20

Comment: USGS DEO:

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.

Employees should contact an EEO counselor within 45 days of the most recent offending incident if they wish to report discrimination.

Cell: E23

Comment: FPS:

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.

Cell: E24

Comment: USGS Security:

Follow up with USGS Security Management Branch if an emergency situation or interaction with local first responders, law enforcement, FPS has occurred.