

**MICHIGAN STATE
UNIVERSITY**

January 7, 2019

To: Deans, Directors, Chairpersons, and Faculty

From: June Pierce Youatt, Provost and Executive Vice President for Academic Affairs

Stephen Hsu, Senior Vice President for Research and Innovation

Re: Implementation of NSF *Notification Requirements Regarding Findings of Sexual Harassment, Other Forms of Harassment, or Sexual Assault*

We want to make you aware of a new NSF requirement on NSF grants. Under a new term and condition, MSU must notify NSF of any finding/determination of violation of University policy related to sexual harassment, other forms of harassment, or sexual assault by Principal Investigators or Co-Principal Investigators of NSF awards/amendments made on or after October 21, 2018. MSU must also notify NSF of any administrative action imposed on a PI or co-PI related to any finding/determination or investigation related to such harassment.



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At MSU, we are strongly committed to maintaining a campus environment that is safe for all students and employees. The *University Policy on Relationship Violence and Sexual Misconduct (RSVMP)* (https://www.hr.msu.edu/policies-procedures/university-wide/RVSM_policy.html) prohibits sexual harassment and other forms of sexual misconduct, in addition to relationship violence and stalking. The Anti-Discrimination Policy (https://www.hr.msu.edu/policies-procedures/university-wide/ADP_policy.html) prohibits discrimination and harassment on the basis of age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight. As a result of the new requirement, if a PI or Co-PI on an applicable NSF funded project is found to have violated either of these policies or administrative action is taken as a result of allegations of a violation of either of these policies, MSU will report to NSF.

A cross-section of individuals within the university have reviewed the requirement and developed procedures to ensure MSU's compliance. The Office of Institutional Equity will continue to be responsible for making findings and/or determinations. Academic Human Resources and unit leaders will coordinate on action plans and will provide the Office of Sponsored Programs/Contract and Grant Administration the appropriate information to comply with the necessary reporting to NSF within the 10 business day requirement. Additional information on the process can be accessed through: [Resources related to NSF Harassment Notification Requirements](#).

The procedures are in effect now on applicable awards and the procedures may evolve as we get more information. We will suggest that the procedures be reviewed through faculty academic governance groups (e.g., University Committee on Faculty Affairs) to allow for questions and any process improvements. You can access the Federal Register (FR) notice implementing the requirements, as well as Frequently Asked Questions and other important information regarding this topic at:

www.nsf.gov/harassment. A direct link to access the FR notice is at: [Notification-requirements-regarding-findings-of-harassment etc.](#)

We are anticipating similar requirements with other Federal agencies and NIH has already communicated their intent to implement something comparable.

Questions can be directed to:

<p>Academic Human Resources:</p> <p>Melanie Trowbridge, Director mjt@msu.edu 517-353-4851</p> <p>Kara Yermak, Director burtkara@provost.msu.edu 517-884-0185</p>	<p>Office of Institutional Equity:</p> <p>Robert Kent, Acting Associate Vice President robkent@msu.edu 517-355-3960</p> <p>Office of Sponsored Programs:</p> <p>Katie Cook, Director farrkat1@osp.msu.edu 517-884-4237</p>
<p>Contract and Grant Administration:</p> <p>Evonne Pedawi, Director pedawiev@cga.msu.edu 517-884-4234</p>	<p>Sponsored Programs Administration:</p> <p>Twila Reighley, Assistant Vice President for Research and Innovation reighley@osp.msu.edu 517-884-4163</p>
<p>Office of Regulatory Affairs:</p> <p>Joseph R. Haywood, Assistant Vice President for Regulatory Affairs haywoo12@msu.edu 517-353-7147</p>	<p>Graduate School:</p> <p>Antonio Nunez, Associate Dean nunez@msu.edu 517-355-0301</p>