

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON SCIENCE, SPACE AND TECHNOLOGY

Leidos Responses to Questions for the Record (“QFRs”)
December 6, 2022 Hearing – Building a Safer Antarctic Research Environment

Former Chairwoman Johnson QFRs

- 1. Ms. Naeher, how many allegations of sexual harassment and assault have you received since taking over the ASC contract? How many of those allegations were investigated and what were the timelines for those investigations? How many of those investigations resulted in findings of wrongdoing or violation of Leidos policy or procedures? What sanctions were imposed in those cases with findings of wrongdoing or a violation of policy?**

The ASC team (Leidos plus its subcontractors) represents approximately 60% of the on-ice population. While Leidos interacts with the other approximately 40% of stakeholders in Antarctica (military, grantees, other contractor personnel and NSF government employees) and shares information about incidents if relevant to the other stakeholders, Leidos does not have oversight of, access to, or information about the other stakeholders' sexual harassment and assault reporting.

From May 2017 through April 2022, the ASC team received five allegations of sexual harassment and zero allegations of sexual assault. Reports involving other stakeholders and their respective participants do not come to Leidos or the ASC team, as noted above, for investigation and adjudication (such reports may go to NSF or may be handled by the relevant stakeholder). All reports received by the ASC team were investigated. All five harassment allegations were determined to violate the USAP Harassment Free Workplace policy and USAP Code of Conduct policy. Three cases resulted in employee termination and the other two resulted in the employees receiving documented discipline, additional training, and clarification of policy expectations.

From May 2022 through November 2022, there have been 14 allegations of sexual harassment and zero allegations of sexual assault reported through the ASC team. After investigation, six employees were terminated, and six employees received documented discipline, additional training, and clarification of policy expectations. In two cases, there was not enough information provided to substantiate the claims. The noted increase in reported cases can be attributed to a heightened awareness of reporting options for all deploying participants through increased messaging on reporting, expanded Bystander Awareness training, and modifications to published policies.

- 2. Ms. Naeher, since the publication of the SAHPR report, NSF modified its ASC contract. Now, anyone who has been removed from the ice due to sexual harassment or assault is barred from returning to the ice for three years.**
- Has Leidos incorporated this new policy into its hiring and personnel procedures?**

Yes, this requirement has been incorporated into our prime contract with NSF and we have incorporated it into our subcontracts with the other ASC team members. Thus,

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON SCIENCE, SPACE AND TECHNOLOGY

all ASC companies are contractually obligated to comply with this new policy. Please note, though, that while the contract modification requires an employee removed from ice to be barred from returning to the ice for three years, Leidos policy bans them permanently from employment. We do not have authority over the other stakeholders on ice (NSF, military, grantees), so cannot control whether any of their personnel removed from Antarctica are permitted to return sooner than three years (or ever, as the Leidos policy would provide).

- **Is Leidos reviewing personnel records from the past three years to ensure that applicants for this or next season do not violate this new term?**

In addition to company pre-employment background verifications, Leidos participants undergo a federal background investigation. These actions validate compliance with the new term, and therefore Leidos is not reviewing historic personnel records from the past three years.

- **Do you believe this level of vetting is adequate? Are there other steps Leidos can take to strengthen its vetting process?**

To further strengthen the vetting process, Leidos has taken additional steps regarding vetting of participants, including a federal background investigation for all deploying employees of ASC companies (i.e., Leidos and its subcontractors).

3. **Ms. Naeher, the SAHPR report had a number of allegations of retaliation against individuals who made reports of sexual harassment, or who engaged in on-ice activism about how such reports are handled. These are troubling, to say the least. Multiple anonymous interviewees in the report refer to a “blacklist” of employees.**

- **Has Leidos done an internal investigation to determine whether HR has inappropriately kept a “blacklist” of victims or activists and/or taken retaliatory action against them?**

Leidos does not keep a “blacklist” of victims or activists, nor are we aware of any “blacklist” of victims or activists held by others. Further, Leidos and its ASC subcontractors do not tolerate retaliation against anyone who brings forward a concern in good faith. Leidos and its subcontractors’ policies make clear that retaliation is not permitted.

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON SCIENCE, SPACE AND TECHNOLOGY

Leidos Responses to Questions for the Record (“QFRs”)
December 6, 2022 Hearing – Building a Safer Antarctic Research Environment

Chairman Lucas QFRs

- 1. Your testimony mentions the complicated structure in Antarctica with several different stakeholders working side by side. Can you describe how Leidos plans to address these complexities in the future, particularly as it relates to reporting procedures for victims? What do you need from Federal partners to improve and simplify the reporting structure across multiple stakeholders?**

The ASC team (Leidos plus its subcontractors) represents approximately 60% of the on-ice population. While Leidos interacts with the other approximately 40% of stakeholders in Antarctica (military, grantees, other contractor personnel, and NSF government employees) and shares information about incidents if relevant to the other stakeholders, Leidos does not have oversight of, access to, or information about the other stakeholders’ sexual harassment and assault reporting.

Leidos reports all incidents involving non-ASC stakeholders to the National Science Foundation (“NSF”). We ensure our reports are as fulsome as possible and communicated timely. Leidos has reinforced to the ASC participants it is of the utmost importance to report any incident. If a reported incident involves ASC personnel, we will investigate and adjudicate. If an incident does not involve any ASC personnel, we will, as stated, report that incident to NSF to investigate and adjudicate or for NSF to assign to a different stakeholder to investigate and adjudicate. We work cooperatively with NSF to adjudicate investigations involving both ASC and non-ASC personnel.

To ensure the appropriate stakeholders are involved in investigating and adjudicating cross-jurisdictional incidents (involving both ASC and non-ASC personnel), it would be most helpful to establish a USAP-wide oversight board with representatives from each of the partner entities. This board could then discuss all recent incidents as well as provide a consistent communication stream to the community. Other Federal partners could also ensure reporting formats are consistent across ASC and non-ASC reporting channels and facilitate a report that contains data from all stakeholders on ice, including both ASC and non-ASC entities.

- 2. One of the recommendations in the report was to increase the training and vetting of individuals who are selected to work on ice. Can you describe how Leidos is planning to change its current procedures to enhance both training and vetting of participants?**

Regarding changes in training, Leidos is partnering with the NSF to support and implement new training for all deploying participants. NSF has contracted with a

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON SCIENCE, SPACE AND TECHNOLOGY

third-party provider who is expert in this subject. This was effective October 1, 2022. Leidos requires all ASC participants to complete the training.

For further information responsive to this question, please see the above responses to QFR 2 from former Chairwoman Johnson.

3. The report detailed multiple accounts of victims who either were unsure of reporting procedures or felt that reporting was not taken seriously. How does Leidos plan to increase trust and transparency in the reporting process? How does Leidos plan to improve reporting policies to ensure victims are aware of reporting procedures?

In November 2022, Leidos launched a communication campaign on ice to encourage victims, bystanders, and witnesses to report all incidents. This campaign consists of emails, posting of information in public areas, and continual messaging by managers to program participants identifying all reporting avenues available to ASC employees. Leidos also collected information about reporting avenues from non-ASC stakeholders and published this information on program/station Intranets, as well as provided this information in emails and posted it across stations/vessels/offices. In addition, NSF provided a new resource (a Victim Advocate for the ASC program) which provides yet another reporting avenue (please note that Leidos doesn't have access to any reports made to the Advocate). The Victim Advocate contact information has been made available on the Intranet, in email communication, posted on station/vessel/offices and verbally communicated in meetings. Further, we have updated our Harassment Free Operating procedures to include a process reporting flow chart to make the reporting process and next steps transparent to all program participants.

Leidos is trying to build trust by increasing communication and information. As a result of this we have seen an increase in reporting, which indicates an increase in trust in the reporting process.

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON SCIENCE, SPACE AND TECHNOLOGY

Leidos Responses to Questions for the Record (“QFRs”)
December 6, 2022 Hearing – Building a Safer Antarctic Research Environment

Representative Garcia QFRs

- 1. Please provide for the record any data you have on sexual harassment and assault reporting in Antarctica from the past 5 years. How does Leidos plan to improve data collection and address any data gaps that currently exist?**

For information responsive to this question, please see the above responses to QFR 1 from former Chairwoman Johnson and QFR 3 from Chairman Lucas.

Leidos is addressing any data gaps by increasing communication and information. As a result of this, we have seen an increase in reporting, which would indicate an increase in trust in leadership/HR and the reporting process. As noted, although this is beyond Leidos’ purview, a gap may still exist with people on ice who do not fall under the ASC contract. NSF would need to identify and close those gaps.