

Employee Resources for Reporting and Discussing Misconduct
A Resource Matrix from the Peer Support Workers

Note: Please call 911 in an emergency. If you feel unsafe and it is not an emergency, your confidentiality is maintained when you discuss concerns with the DOI/USGS Ombuds.

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/human-capital/collaborative-action-and-dispute-resolution-cadr	USGS CADR
Work / Life Challenges	Employee Assistance (confidential)	800-869-0276	https://www.doi.gov/pmb/hr/eap	DOI EAP
Anything / Unsure	USGS Ombuds - Mary Chavez Rudolph or Will Hall (confidential)	202-494-3371	https://www.doi.gov/pmb/cadr/ombuds	DOI Ombuds
Scientific Integrity	USGS Office of Science Quality and Intergity	gs_science_integrity@usgs.gov	https://www.usgs.gov/office-of-science-quality-and-integrity/scientific-integrity	USGS OSQI
Hatch Act Violation	Office of Special Counsel (OSC)	File a Complaint: https://osc.gov/pages/file-complaint.aspx	https://osc.gov/Agency	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-requests/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/office-of-science-quality-and-integrity/usgs-ethics-team	USGS Ethics
Harassment	Human Resources - Employee Relations	Depends on Region or Mission Area	https://www.usgs.gov/human-capital/human-resources-contacts	USGS Employee Relations
	Anti-Harassment Program Manager - Jo-Ann Dominique	703-648-7452 or 916-995-3150	https://www.usgs.gov/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	To Report to USGS: https://internal.usgs.gov/ops/eo/counselors.html	USGS DEO
			USGS Definition of Harassment: https://www.usgs.gov/office-of-diversity-and-equal-opportunity/civil-rights-division	
			EEOC definitions of discrimination types and protected classes: https://www.eeoc.gov/laws/types/index.cfm	
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/federal-protective-service	FPS
Physical Violence or Internal / External Threats after contacting 911 or FPS	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 July 2024. Several options for reporting and discussing misconduct may exist in some instances.

Cell: E5

Note: 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

Note: 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

Note: 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

Note: 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

Note: Hatch Act:

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

Cell: E10

Note: 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

Note: Uniformed Service Employment/Reemployment Rights Act:

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

Cell: E12

Note: 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

Note: 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

Note: USGS Anti-Harassment Program:

Oversees implementation of anti-harassment policy.

Cell: E20

Note: 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

Note: 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

Note: USGS Security:

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