

**AWARD CONDITION:  
POLICY FOR RESPONSE TO WORKPLACE-RELATED INCIDENTS OF SEXUAL  
MISCONDUCT, DOMESTIC VIOLENCE, AND DATING VIOLENCE**

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*Internal Use Only*

This document supplements previous material that OVW has produced about the award condition requiring recipients to develop a policy that addresses workplace-related incidents of sexual misconduct, domestic violence, and dating violence.

OVW requires that the policy address the following: 1) allegations of workplace-related incidents of sexual misconduct, domestic violence, and dating violence by an employee, volunteer, consultant, or contractor; 2) workplace supports for employees, volunteers, consultants, or contractors who are victims of sexual misconduct, domestic violence, or dating violence; and 3) adjudications that will result in an employee, volunteer, contractor, or consultant being prohibited from occupying positions that could undermine the ability of the recipient or subrecipient to carry out the grant-funded project, such as positions working with victims and other vulnerable populations. A policy may provide that certain adjudications do not prohibit an individual from occupying such a position but must include standards for granting such an exemption for an individual.

We now offer the following considerations:

- 1. Organizational reach of the policy required by the award condition:** The required policy must apply to grant-funded or grant-supported personnel, including volunteers who work on grant-funded or grant-supported activities. Recipients may choose to apply this policy to all of their employees and volunteers, in the interest of supporting survivors and providing leadership on the issues of sexual misconduct, domestic violence, and dating violence.
- 2. Workplace Supports covered in the policy required by the award condition:** The policy must address the range of workplace supports that the recipient will make available for employee-victims of sexual misconduct, domestic violence, or dating violence. OVW, however, does not require a recipient to provide any particular supports or provide supports that violate existing personnel policies, collective bargaining agreements, or other policies that govern the recipient's employees.
- 3. Adjudications covered by the policy required by the award condition:** The policy must address adjudications that that will result in an employee, volunteer, contractor, or consultant being prohibited from occupying positions *that could undermine the ability of the recipient or subrecipient to carry out the grant-funded project*. An example of such a position is an employee who works with victims. The recipient may define these positions for itself.