

**U.S. Senate Committee on Energy and Natural Resources
Question for the Record Submitted to Mr. William Cooper
116th Congress**

Question from Ranking Member Joe Manchin III

Question: The New York Times ran a story late last month reporting that a security guard was sexually assaulted by her coworkers at the Nevada National Security Site. Both Senator Murkowski and I, and Senators Cortez Masto and Rosen, wrote letters to Secretary Perry voicing our deep concern over this matter. If confirmed, what steps would you, as the Department's General Counsel, take to implement Secretary Perry's stated goal of achieving a workplace free from sexual harassment and retaliation, for employees both of the Department and of its contractors, at all DOE sites?

Answer: I share Secretary Perry's stated goal of achieving a workforce free from sexual harassment and retaliation at all of the Department's sites.

The Department has policies against sexual harassment and retaliation. As a current DOE employee, I have completed a training course required of every employee and contractor, which educates on what sexual harassment is, the proper procedures to report any incidents of sexual harassment, and the penalties for violating the policy.

In order to achieve a workplace free from sexual harassment and retaliation, the Department needs to continually re-enforce the imperative of compliance with the policy.

When an incident does occur, an investigation should be initiated immediately and thoroughly investigated, respecting the rights of all involved. If it is determined that a violation has occurred, the Department should enforce the policy swiftly so that the victim can see the Department's execution of the policy and to encourage others to come forward if they are victims of sexual harassment and retaliation. Additionally, swift enforcement appropriately punishes the wrongdoer and acts as a deterrent to others.