

**Committee on Natural Resources**  
**Subcommittee on Oversight and Investigations**  
**1324 Longworth House Office Building**  
**October 30, 2019 at 10:00 a.m.**

Oversight Hearing  
*Sexual Harassment at the Department of the Interior*

**Questions from Chairman Cox** for Mark Greenblatt, Inspector General, U.S. Department of the Interior

1. Of the 12 organizational risk factors laid out in the Task Force report, which are most apparent – and most urgently in need of redress – at DOI?

**Questions from Chairman Cox** for Susan Combs, Assistant Secretary for Policy, Management and Budget, U.S. Department of the Interior

1. Of the 12 organizational risk factors laid out in the Task Force report, which are most apparent – and most urgently in need of redress – at DOI?
2. The final report of the Workplace Environment Survey was dated September 29, 2017. The NPS results were released on October 13. But the rest of the DOI results came out two months later, on December 14, in the media shadow of the upcoming holiday season. Why were they released separately and why was there a two-month delay?
3. How does a pervasive sexual harassment problem affect DOI's ability to achieve its mission?
4. Many experts suggest organizations should “democratize” efforts to address harassment. In other words, employees from all levels of the workplace should have input in crafting ways to address harassment. This should also include victims and survivors, if they so choose. Have there been efforts to engage field-level employees in anti-harassment efforts? Have there been efforts to engage victims in anti-

harassment efforts? For example, are field level employees being included on the Workforce Culture Transformation Advisory Council?

**Questions from Chairman Cox** for Chai Feldblum, Partner, Morgan, Lewis & Bockius LLP

1. Of the 12 organizational risk factors laid out in the Task Force report, which are most apparent – and most urgently in need of redress – at DOI?
2. What is the best way to know whether an organization's efforts to change the culture are working?
3. Would it be redundant for the Federal Employee Viewpoint Survey to ask questions about sexual harassment while Interior also conducts a full Work Environment Survey every two years?
4. How does a pervasive sexual harassment problem affect DOI's ability to do achieve its mission?