



American Society for
Biochemistry and Molecular Biology
6120 Executive Blvd., Suite 400
Rockville, Maryland
20852-4905

May 25, 2022

The Honorable Patty Murray
Chair
Senate Appropriations Committee on
Labor, Health and Human Services, Education and Related Agencies
Washington, D.C. 20510

The Honorable Roy Blunt
Ranking Member
Senate Appropriations Committee on
Labor, Health and Human Services, Education and Related Agencies
Washington, D.C. 20510

The Honorable Rosa DeLauro
Chairwoman House Subcommittee on
Labor, Health and Human Services, Education and Related Agencies
Washington, D.C. 20515

The Honorable Tom Cole
Ranking Member House Subcommittee on
Labor, Health and Human Services, Education and Related Agencies
Washington, D.C. 20515

Dear Chair Murray, Ranking Member Blunt, Chairwoman DeLauro and Ranking Members Cole:

On behalf of the more than 12,000 members of the American Society for Biochemistry and Molecular Biology, I respectfully urge you to include report language in the FY 2023 Labor, Health and Human Services, Education, and Related Agencies Report directing the National Institutes of Health to address workplace harassment in the Intramural Research Program. The ASBMB appreciates and thanks the committee and your leadership in addressing sexual harassment in science, technology, engineering and mathematics and asks that you include the following:

Harassment Policies – The Committee directs the National Institutes of Health to establish a strategic plan and timeline to implement the recommendations of the 2020 NIH Workplace Climate and Harassment Survey (WCHS) and to continue to regularly conduct the WCHS and make the findings public to facilitate progress tracking and accountability.

According to the NIH [Workplace Climate and Harassment Survey findings report](#) published in September 2020, 22% of NIH employees, trainees, contractors and volunteers experienced sexual harassment — with gender harassment as the most common subtype of harassment. In addition, individuals who reported a gender identity other than man or woman and respondents who identified as bisexual were more likely to experience sexual harassment.

Notably, more than half of the respondents who experienced harassment did not talk about the incident with anyone or report the incident. Career disruption was the second most-common reason why the sexual



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harassment experience was not discussed or reported. According to the groundbreaking [National Academies report on sexual harassment in STEM](#), organizational climate plays a pivotal role in enabling harassment. The NIH must be transparent and clearly disseminate its plan to address harassment within the Intramural Research Program.

The NIH must be a leader in ending toxic workplace environments that enable harassment. Including this report language in year-end spending legislation signifies a strong commitment to ending all harassment in the American research enterprise.

Please contact Sarina Neote, Director of Public Affairs at sneote@asbmb.org with any questions. Thank you in advance for your consideration.