

Scenario: Contractors Misbehaving

Janice, a female helitack crewmember complains to her coworker, Bob, about an incident that happened the previous night. She had an argument with an employee of a contract helicopter company because he was asking her to go to the bar with him. It appeared the mechanic had been drinking; although he was not drunk. This wasn't the first time he had asked her out and Janice had repeatedly told him she wasn't interested.

Discussion Questions:

Question #1: *What should Bob do?*

- Remind Janice she is entitled to a workplace free from discrimination and harassment.
- Advise Janice she should talk to someone in her chain of command, a procurement official or contracting officer, or an EEO or HR professional in the office.
- It would then be the supervisor's responsibility to discuss the contractor's behavior with the contracting officer.

Question #2: *Are our contractors required to follow the same standards of conduct as BLM employees?*

- *Yes. Contractors have the same requirements for behavior as federal employees. Failure of a contract employee to abide by standards established in the contract may be the basis to void the contract.*

Debrief Talking Points

FACILITATOR NOTE: Make sure these are covered at the end of the discussion.

- Everyone is entitled to a workplace free from harassment and discrimination.
- Most federal contracts now include clauses requiring contract employees to adhere to minimum behavioral standards and complete training similar to that required of federal employees. If employees are harassed by contractors they should report the issue to someone in their chain of command, a contracting officer/contracting officer's representative (the Finance Chief on incident fires), or an HR or EEO professional.