

REPORT OF INVESTIGATION

TO: The Special Committee of the NPR Board of Directors

FROM: Grace E. Speights
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DATE: February 19, 2018

SUBJECT: Report of Independent Investigation into Allegations of Sexual Harassment at NPR

EXECUTIVE SUMMARY

The Special Committee of the NPR Board of Directors retained Morgan Lewis to conduct an independent investigation to determine what management knew about allegations of sexual harassment by Michael Oreskes, the former Senior Vice President of News; when management became aware of such allegations; and what, if anything, management did when it learned about the allegations. In the context of this investigation, the Special Committee also requested that we review past complaints of sexual harassment and how they were handled, and NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment in order to make recommendations for process improvements going forward.

Morgan Lewis conducted a two-month investigation as requested by the Special Committee. The results of the investigation are set forth in this report. In summary, there was a flag raised about questionable conduct by Mr. Oreskes during the hiring process. Once hired, flags were raised as early as October 2015. Additional flags were raised in the spring of 2016 through October 2017. Various members of management and legal knew about these flags at various points in time between October 2015 and October 2017. Attempts by several members of management and legal to counsel Mr. Oreskes about his inappropriate behavior were unsuccessful.

With respect to NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment, our investigation revealed that there are areas that can be improved. We have set forth our recommendations later in this report.

REPORT OF INVESTIGATION

I. Background

This investigation was commissioned following reports of sexual harassment and the subsequent termination of former Senior Vice President (SVP) of News, Michael Oreskes. The primary questions presented in this investigation with respect to the allegations against Mr. Oreskes are (1) when did NPR leadership first learn of the allegations and (2) what action, if any, was taken in response to the allegations. While the circumstances leading to the retention of our firm center on Mr. Oreskes, our investigation was not limited to Mr. Oreskes or any other individuals.

During the course of our investigation, we received a significant amount of feedback about the perception of a culture at NPR that favors men. In almost all cases, this feedback did not relay allegations of sexual

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Manual for Investigation of Coal Mining Accidents and Other Occurrences Relating to Health and Safety

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Death and Accident Investigation Protocols Mary H. Dudley, 2013-06-13 Through an examination and assessment of the body at a death scene the medicolegal death investigator MLDI must be able to recognize circumstances that point to what manner of death occurred be it natural causes homicide suicide accident or undetermined A handy reference for use in the field and in the lab Death and Accident Investigation Protocols provides 34 checklists and forms to help investigators make these determinations Categories of death covered in this guide include Aircraft and motor vehicle accident Alcohol and drug related Blunt and sharp force injury Drowning Electrocution exposure and fire Gunshot Hanging Hospital and nursing home related Infectious disease Natural causes Occupational exposure Poison and toxic substances Sexual assault Suicide Formatted as a convenient 8 1/2 x 11 spiral bound book this manual helps investigators know what to look for what questions to ask and how to categorize the scene and the physical injuries The forms in the book can either be copied for use or downloaded from an accompanying CD which allows for easy form modification The text includes descriptive illustrations and diagrams associated with various categories of death An essential tool for the busy investigator the book facilitates the organization of information for a myriad of death scenarios **Process of Investigation** Charles A. Sennewald, John Tsukayama, 2006-05-15 The Process of Investigation Third Edition is a book written to address the needs of the private investigator in the security field Continuing in the tradition of its previous editions this book covers essential topics which are often overlooked in works that concentrate on the public aspects of investigation Investigative skills such as surveillance techniques interviewing and interrogation evidence and confessions and written statements are all discussed and supplemented with updated case studies and examples from the authors own experiences Major revisions to The Process of Investigation include mention and coverage of the effects of 9 11 on the security industry the need to incorporate awareness of terrorism and terrorist activities when investigating any suspicious behavior and two completely new chapters Chapter 10 discusses interviewing and interrogations and is written by Doug Wicklander and Dave Zulawski premier experts in the field Chapter 23 addresses the issues of workplace violence and includes coverage of stalking domestic violence spillover into

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