

REPORT OF INVESTIGATION

TO: The Special Committee of the NPR Board of Directors

FROM: Grace E. Speights
Margaret E. Rodgers Schmidt
Jocelyn R. Cuttino

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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Military Police Traffic Accident Reports and Investigation United States. Department of the Army, 1975 *Report*
United States. Congress. House, Manual for Investigation of Coal Mining Accidents and Other Occurrences Relating to Health and Safety United States. Mining Enforcement and Safety Administration, 1977 **Medical Malpractice Claims Investigation** Nancy Acerbo-Kozuchowski, Nancy Acerbo-Avalone, Katherine Kremer, 1997 The book is designed as a primer for claims investigators health care managers QA QI personnel in house counsel paralegals personal injury attorneys and others whose duties include the investigation of actual and potential medical malpractice lawsuits It can be used as a desktop reference self study guide or as part of a formal orientation program for risk managers and quality assurance personnel The book contains a step by step description of the claims investigation It also provides instruction on reviewing medical records identifying adverse patient occurrences selecting locating and interviewing personnel involved in occurrences analyzing investigative findings and writing the investigation report *The Process of Investigation* Charles A. Sennewald, John Tsukayama, 2014-12-30 The Process of Investigation Fourth Edition addresses the needs of today s private sector investigative professional by providing a full spectrum treatment of the investigative process from case inception and investigative strategy selection to executing complex investigative techniques to creating reports useful for corporate legal and prosecutorial purposes Continuing in the tradition of its previous editions The Process of Investigation Fourth Edition covers essential topics overlooked in books on the public aspects of investigation Investigative skills such as surveillance techniques interviewing and interrogation collecting and documenting evidence and taking confessions and written statements are all discussed and supplemented with updated case studies and examples from the authors own professional experiences Teaches the fundamentals of the investigative process and serves as a valuable reference tool for both the student and the professional Experienced professionals can brush up on seldom used specialty skills and reconsider existing methods and approaches Includes a new chapter on discrimination investigations **Intermediate Report of the Committee on Government Operations** United States. Congress. House. Committee on Government Operations, 1966 **Investigation of Mining Accidents and Other Occurrences Relating to Health and Safety** United States. Office of the Administrator, Coal Mine Safety and Health, 1988 **Basic Guide to Accident Investigation and Loss Control** Jeffrey W. Vincoli, 1994-08-16 When an industrial accident occurs who gets the job of investigation and loss control In most businesses it s managers and line supervisors whether or not they have any idea how to proceed Now there s a ready to use guide to organizing and conducting accident investigations Basic Guide to Accident Investigation and Loss Control The most important objective in accident investigation is not to establish blame but to reveal cause and prevent recurrence Basic Guide to Accident Investigation and Loss Control uses a cause and prevention approach to help you start with the most productive strategy and finish with the most usable results Case studies are included to present real world applications of the principles

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workplace violence and includes coverage of stalking domestic violence spillover into workplaces red flags and the Theory of Threat Assessment and Management TAM among other topics Additionally other more minor modifications in legislation that have been passed and implemented since the last edition are addressed throughout the book Serves as a valuable reference tool for both the student and the professional Contains practical information that can be utilized in real life investigative situations Includes two brand new chapters about interviewing interrogations and the Theory of Threat Assessment and Management

A Practical Guide to Effective Workplace Accident Investigation Ron C. McKinnon, 2022-05-01 This book explains how accidents and high potential near miss incidents are caused and how to eliminate recurrences by effective accident investigation methods It shows how to conduct an immediate and root cause analysis so that remedial measures can be taken to prevent a recurrence of similar events The book shows how to apply the Logical Sequence Accident Investigation Method in the case studies presented The book Provides a practical guide to accident causes investigation and prevention Explains immediate and root causes in detail Gives a number of problem solving methods for the accident investigator to use Introduces the Logical Sequence Accident Investigation Method Provides a practical accident investigation evaluation system The book discusses important topics including hazard identification and risk assessment workplace health and safety accident causation and prevention theories the updated accident domino sequence as well as safety management system standards and controls The text is primarily written for professionals and graduate students in the fields of occupational health and safety ergonomics and human factors engineering

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