



Excerpt from December 2017 NPS All Employees Memorandum ([see full email](#))

Director, NPS Fri 12/15/2017 6:48 AM
To: NPS All Employees Memorandum
To: All NPS Employees
From: Deputy Director, Operations /s/ Michael T. Reynolds
Subject: Update on NPS Harassment Response and DOI-wide survey results

The NPS Voices Tour, a key component of our action plan, is off to a great start as well. The NPS Voices Tour is designed to hear directly from NPS employees about their experiences – good and bad. The tour will gather employees’ ideas for specific actions that NPS can take to create a safe, respectful, and fair work environment and culture. It will include 175 listening sessions held throughout the service, in-person and via webinar, that will be conducted by thirty NPS employees trained to serve as facilitators. The tour started this month and will continue through April of next year to reach as many employees as possible and engage them in our response.

Excerpt from February 2018 NPS All Employees Email ([see full email](#))

Fri 2/16/2018 9:38 AM To: NPS All Employees
To: All National Park Service Employees
From: Associate Director, Workforce and Inclusion /s/ Nhien Tony Nguyen
Subject: Announcing NPS Voices

The NPS Voices effort will go from now through April 2018. An independent consultant will compile a report based on input gathered from the three components. The report will serve as a cornerstone in our efforts to change the culture that has allowed harassment to persist.