

Grants Policy Statement Regarding Sexual Harassment in the Workplace

All PKD Foundation research grants and fellowships are subject to this grant policy. By accepting a PKD Foundation award for a research project, the Grantee, Fellow, Mentor or other personnel contributing to and working on the project, as well as the Institution(s) with which they are affiliated, agree to be bound by the terms and conditions of this policy.

The primary purpose of the PKD Foundation in funding scientifically meritorious research is to advance its mission to find treatments and a cure for polycystic kidney disease. The PKD Foundation expects all grantees to follow appropriate policies and procedures to prevent discriminatory harassment and practices in order to ensure the grant project's success (e.g., providing facilities and a research environment conducive to a harassment-free workplace, as well as preparing trainees for successful careers as biomedical research scientists and providing appropriate inter- or multidisciplinary research training opportunities).

Prior to releasing funding, the PKD Foundation will require an Authorized Organizational Representative to certify by means of a signed letter on institutional letterhead, institutional commitment to ensuring:

1. Proper policies, procedures and oversight are in place to prevent harassment and other discriminatory practices, and;
2. Commitment to respond promptly and appropriately to allegations of discriminatory practices.

Failure to provide the signed letter will result in withdrawal of the application/funding.

If a principal investigator or other key personnel named on a PKDF grant award is no longer able to conduct their research because they are under investigation or have been removed from the workplace because of sexual harassment concerns, the PKD Foundation requires the following actions. These actions also concern accusations of harassment towards the grantee concerning mentors named on a PKDF fellowship grant:

1. Immediate notification by the grantee or institution to include a statement of the action taken or contemplated, and any assistance needed to resolve the issue.
2. In the event that the award is withdrawn, the PKD Foundation requires letters from the grantee/fellow, institution and mentor (if applicable) to clarify the situation. If the PKD Foundation does not find this documentation to be suitable or rectifiable, future requests for funding from that grantee, mentor or institution will be administratively denied.

3. Fellowship applications featuring a mentor with a withdrawal on their record will be required to include acknowledgment of the situation and an action plan for their new mentorship to ensure the situation does not reoccur.

Fellows are allowed to transition to a new mentor, subject to PKD Foundation approval, if issues arise related to discriminatory behavior or other mentorship barriers. The PKD Foundation will require independent written requests from the mentee, mentor and institution to explain the change and an assurance that the research project will continue to meet the original, peer-reviewed proposal. A current biosketch for the new mentor should also be provided.

Please direct all inquiries to:

The PKD Foundation
Department of Research and Development
Website: pkdcure.org
Email: research@pkdcure.org

The PKD Foundation Grants Policy was created using guidance from the NIH Grants Policy Statement (GPS): <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-19-029.html>.