

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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demonstrable and actionable **Investigative Journalism in China** Jingrong Tong,2011-01-20 A mixture of fieldwork and analysis of internal and public documents and media cases accurately survey the field and put it in context Practical Methods for Legal Investigations CLI, Dean A. Beers,2011-02-09 Legal investigators are responsible for providing factual evidence as the fact finders they are the foundation for the attorneys they work with daily The attorney is responsible for forming and implementing the legal strategy and presenting it to the judge or jury The legal investigator provides checks and balances to ensure that no evidence is **District of Columbia Appropriations, 1963** United States. Congress. Senate. Committee on Appropriations,1962 *The Criminal Investigation Process Volume III* Mr. Rohit Manglik,2023-07-23 This subject thoroughly investigates the criminal investigation process volume iii covering its foundational theories analytical methodologies and real world implementations It provides a deep dive into the domain with illustrative case studies A Report on the Investigation of the Civil Rights Enforcement Activities of the Office for Civil Rights, U.S. Department of Education ,1989 **Hearings, Reports and Prints of the Senate Committee on Appropriations** United States. Congress. Senate. Committee on Appropriations,1967 **Practical Handbook for Professional Investigators** Rory J. McMahon CLI,2007-02-15 Since the publication of the first edition of this volume many new certification programs have begun in private and community colleges including a course designed by the author for Boston University and a specialty certification by the U S Association for Professional Investigators Reflecting the surge in interest into the investigative field *Manual of the Judge Advocate General* United States. Navy. Office of the Judge Advocate General,1970 **Private Security and the Investigative Process, Third Edition** Charles P. Nemeth,2011-06-17 Detailing best practices and trade secrets for private sector security investigations Private Security and the Investigative Process Third Edition provides complete coverage of the investigative process Fully updated this edition covers emerging technology revised legal and practical considerations for conducting interviews and new information on case evaluation Written by a recognized expert in security criminal justice ethics and the law with over three decades of experience the updated edition of this popular text covers concepts and techniques that can be applied to a variety of investigations including fraud insurance private and criminal It details the collection and preservation of evidence the handling of witnesses surveillance techniques background investigations and report writing This new edition includes More than 80 new or updated forms checklists charts and illustrations Updated proprietary information from Pinkerton Wackenhut and other leading security companies Increased emphasis on software and technological support products A closer examination of periodical literature and government publications Authoritative yet accessible this book is an important reference for private investigators and security professionals Complete with numerous forms checklists and web exercises it provides the tools and understanding required to conduct investigations that are professional ethical and effective **Practical Handbook for Professional Investigators** Rory J. McMahon CLI CFE,Randy Dickson,2013-06-18 The third edition of this popular volume continues to

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