

Statutory Notes and Related Subsidiaries

DEFINITIONS

For definitions of “Secretary” and “Department” as used in this section, see section 5002 of Pub. L. 117–81, set out as a note under section 263c of this title.

§ 2736d. Payne fellowship authorization**(a) In general**

Undergraduate and graduate components of the Donald M. Payne International Development Fellowship Program may conduct outreach to attract outstanding students with an interest in pursuing a Foreign Service career who represent diverse ethnic and socioeconomic backgrounds.

(b) Review of past programs

The Secretary shall review past programs designed to increase minority representation in international affairs positions.

(Pub. L. 117–81, div. E, title LIV, § 5407, Dec. 27, 2021, 135 Stat. 2374.)

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§ 2736e. Voluntary participation**(a) In general**

Nothing in this title should be construed so as to compel any employee to participate in the collection of the data or divulge any personal information. Department employees shall be informed that their participation in the data collection contemplated by this title is voluntary.

(b) Privacy protection

Any data collected under this title shall be subject to the relevant privacy protection statutes and regulations applicable to Federal employees.

(Pub. L. 117–81, div. E, title LIV, § 5408, Dec. 27, 2021, 135 Stat. 2375.)

Editorial Notes

REFERENCES IN TEXT

This title, referred to in text, is title LIV (§§ 5401–5408) of div. E of Pub. L. 117–81, which enacted this section and sections 2736 to 2736d of this title, amended section 3941 of this title, and enacted provisions set out as a note under section 2736 of this title. For complete classification of title LIV to the Code, see Tables.

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DEFINITION

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§ 2736f. Efforts to improve retention and prevent retaliation**(a) Streamlined reporting**

Not later than one year after December 22, 2023, the Secretary shall establish a single point of initial reporting for allegations of discrimination, and harassment that provides an initial re-

view of the allegations and, if necessary, the ability to file multiple claims based on a single complaint.

(b) Required annual surveys**(1) In general**

Not later than 180 days after December 22, 2023, and annually thereafter, the Secretary shall conduct an annual employee satisfaction survey to assess the level of job satisfaction, work environment, and overall employee experience within the Department.

(2) Open-ended responses

The survey required under paragraph (1) shall include options for open-ended responses.

(3) Survey questions

The survey shall include questions regarding—

- (A) work-life balance;
- (B) compensation and benefits;
- (C) career development opportunities;
- (D) the performance evaluation and promotion process, including fairness and transparency;
- (E) communication channels and effectiveness;
- (F) leadership and management;
- (G) organizational culture;
- (H) awareness and effectiveness of complaint measures;
- (I) accessibility and accommodations;
- (J) availability of transportation to and from a work station;
- (K) information technology infrastructure functionality and accessibility;
- (L) the employee’s understanding of the Department’s structure, mission, and goals;
- (M) alignment and relevance of work to the Department’s mission;
- (N) sense of empowerment to affect positive change; and
- (O) experiences with harassment, discrimination, retaliation, and other events that contribute to attrition and negatively impact work culture and productivity.

(c) Required exit surveys**(1) In general**

Not later than 180 days after December 22, 2023, the Secretary shall develop and implement a standardized, confidential exit survey process that includes anonymous feedback and exit interviews with employees who voluntarily separate from the Department, whether through resignation, retirement, or other means.

(2) Scope

The exit surveys conducted pursuant to paragraph (1) shall—

- (A) be designed to gather insights and feedback from departing employees regarding—
 - (i) their reasons for leaving, including caretaking responsibilities, career limitations for partner or spouse, and discrimination, harassment, or retaliation;
 - (ii) their overall experience with the Department; and
 - (iii) any suggestions for improvement; and