

**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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## DEFINITION

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

**§ 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.

**Statutory Notes and Related Subsidiaries**

## DEFINITION

For definition of “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.

**§ 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

- (B) include questions related to—
- (i) the employee's reasons for leaving;
  - (ii) job satisfaction;
  - (iii) work environment;
  - (iv) professional growth opportunities;
  - (v) leadership effectiveness;
  - (vi) suggestions for enhancing the Department's performance; and
  - (vii) if applicable, the name and industry of the employee's future employer.

**(3) Compilation of results**

The Secretary shall compile and analyze the anonymized exit survey data collected pursuant to this paragraph to identify trends, common themes, and areas needing improvement within the Department.

**(d) Pilot surveys**

Not later than 180 days after December 22, 2023, the Secretary shall conduct a Department-wide survey for Locally Employed Staff regarding retention, training, promotion, and other matters, including harassment, discrimination, and retaliation, that includes workforce perspectives on the accessibility and effectiveness of complaint measures.

**(e) Report**

Not later than 60 days after the conclusion of each survey conducted pursuant to this section, the Secretary shall make the key findings available to the Department workforce and shall submit them to the appropriate congressional committees.

**(f) Retaliation prevention efforts**

**(1) Employee evaluation**

**(A) In general**

If there is a pending investigation of discrimination or harassment against a superior who is responsible for rating or reviewing the complainant employee, the complainant shall be reviewed by the superior's supervisor or other Department employee as appropriate.

**(B) Effective date**

This paragraph shall take effect 90 days after December 22, 2023.

**(2) Retaliation prevention guidance**

Any Department employee against whom an allegation of discrimination or harassment has been made shall receive written guidance (a "retaliation hold") on the types of actions that can be considered retaliation against the complainant employee. The employee's immediate supervisor shall also receive the retaliation hold guidance.

(Pub. L. 118-31, div. F, title LXII, § 6211, Dec. 22, 2023, 137 Stat. 976.)

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of "Secretary", "Department", and "appropriate congressional committees" as used in this section, see section 6002 of Pub. L. 118-31, set out as a note under section 2651 of this title.

**§ 2737. Department of State paid Student Internship Program**

**(a) In general**

The Secretary shall establish the Department of State Student Internship Program (referred to in this section as the "Program") to offer internship opportunities at the Department to eligible students to raise awareness of the essential role of diplomacy in the conduct of United States foreign policy and the realization of United States foreign policy objectives.

**(b) Eligibility**

**(1) In general**

An applicant is eligible to participate in the Program if the applicant is enrolled at—

- (A) an institution of higher education (as such term is defined in section 1002(a) of title 20); or
- (B) an institution of higher education based outside the United States, as determined by the Secretary of State.

**(2) Additional eligibility criteria**

An applicant in the Program should be—

- (A) enrolled at least half-time in an institution described in paragraph (1) or have graduated from such an institution within the six months preceding application to the Program; and
- (B) eligible to receive and hold an appropriate security clearance.

**(c) Selection**

The Secretary shall establish selection criteria for students to be admitted into the Program that includes a demonstrated interest in a career in foreign affairs and gives preference as appropriate to individuals who have not previously completed internships within the Department of State and the United States Agency for International Development.

**(d) Outreach**

The Secretary shall—

- (1) widely advertise the Program, including—
  - (A) on the internet;
  - (B) through the Department's Diplomats in Residence program; and
  - (C) through other outreach and recruiting initiatives targeting undergraduate and graduate students; and
- (2) conduct targeted outreach to encourage participation in the Program from—
  - (A) individuals belonging to an underrepresented group; and
  - (B) students enrolled at minority-serving institutions (which shall include any institution listed in section 1067q(a) of title 20).

**(e) Compensation**

**(1) Housing assistance**

**(A) Abroad**

The Secretary shall provide housing assistance to any student participating in the Program whose permanent address is within the United States if the location of the internship in which such student is participating is outside of the United States.