

Dated: September 17, 2024.

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DEPARTMENT OF DEFENSE

Office of the Secretary

[Docket ID: DoD-2024-OS-0078]

Submission for OMB Review; Comment Request

AGENCY: Office of the Under Secretary of Defense for Personnel and Readiness (OUSD (P&R)), Department of Defense (DoD).

ACTION: 30-Day information collection notice.

SUMMARY: The DoD has submitted to the Office of Management and Budget (OMB) for clearance the following proposal for collection of information under the provisions of the Paperwork Reduction Act.

DATES: Consideration will be given to all comments received by October 23, 2024.

ADDRESSES: Written comments and recommendations for the proposed information collection should be sent within 30 days of publication of this notice to www.reginfo.gov/public/do/PRAMain. Find this particular information collection by selecting "Currently under 30-day Review—Open for Public Comments" or by using the search function.

FOR FURTHER INFORMATION CONTACT: Reginald Lucas, (571) 372-7574, whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil.

SUPPLEMENTARY INFORMATION: The DoD Civilian Employee Workplace and Gender Relations Survey (WGRC) will assess the attitudes and opinions of DoD civilian employees on gender issues including their experiences of and the climate surrounding sexual harassment, gender discrimination, and unwanted sexual contact in the DoD civilian workplace. These indicators provide primary data on estimated prevalence rates of unwanted gender-related experiences and historically provide the ability to evaluate the impact of policies and programs with regard to DoD civilian employees. The surveys are benchmarks by which senior DoD officials can track trends over time.

All Workplace and Gender Relations surveys are Congressionally-mandated to estimate rates of gender-based assaults, assess the effectiveness of policies and programming to prevent

sexual harassment and sexual assault, and assess the overall gender relations climate within the Department in accordance with 10 U.S.C. 481. Historically, these surveys have been conducted with military members only, with the first congressionally mandated Workplace and Gender Relations survey conducted in 2002 for active-duty service members and 2004 for Reserve component members. Section 1073 of the FY 2015 NDAA extended this requirement to DoD Civilian employees as well, including an amendment that inserted Section 481a into 10 U.S.C. 481 outlining the survey requirement. The first administration of the WGRC was in FY 2016 per these statutory requirements and was administered to appropriated fund (APF) civilian employees only. The second administration of the WGRC was in 2018 and expanded the target population to include nonappropriated fund (NAF) civilian employees.

Title; Associated Form; and OMB Number: Department of Defense Civilian Employee Workplace and Gender Relations Survey; OMB Control Number 0704-0614.

Type of Request: Revision.

Number of Respondents: 91,286.

Responses per Respondent: 1.

Annual Responses: 91,286.

Average Burden per Response: 30 minutes.

Annual Burden Hours: 45,643.

Needs and Uses: The WGRC fulfills the Congressional mandate outlined in 10 U.S.C. 481a for a biennial survey assessment of gender relations in the DoD civilian workplace. The mandate requires that the survey (1) provides indicators of positive and negative trends for professional and personal relationships between male and female employees; (2) estimates the prevalence of unwanted gender-related behaviors for DoD civilian employees within the preceding fiscal year; (3) examines the effectiveness of policies designed to improve professional relationships between male and female employees; and (4) examines the effectiveness of current processes for complaints and investigations concerning unwanted gender-related behaviors, including sexual assault, sexual harassment, and gender discrimination. The legal requirements for the WGRC can be found in the following:

- FY15 NDAA, Section 1073.
- 10 U.S.C. 481a.
- 10 U.S.C. 136.
- 10 U.S.C. 2358.
- Public Law (Pub. L.) 111-383, Sections 1602 and 1631; 113-291, Section 1073.

These legal requirements mandate that the WGRC solicit information on gender issues, including issues relating to sexual assault, sexual harassment, and gender discrimination, as well as the climate in the Department for forming professional relationships between male and female employees. They also give the Department authority to conduct such surveys under the guidance of the USD(P&R).

Overall, the results of the survey will assess progress, identify shortfalls, and revise policies and programs as needed related to issues directly affecting DoD civilian employees. Data from this survey will be presented to the OUSD(P&R), and DoD policy and program offices to assess and improve policies, programs, practices, and training related to gender relations in the DoD informed by current and statistically reliable information. Analysis will include OPA's standard products: a results and trends report (a set of relative frequency distributions of each question, and cross-tabulations of survey questions by key stratifying variables), briefing slides, reports highlighting key findings, and a statistical methodology report. Ad hoc analyses requested by the policy office sponsors and other approved organizations may be conducted as needed and based on available staff.

Affected Public: Individuals or households.

Frequency: Biennially.

Respondent's Obligation: Voluntary.

OMB Desk Officer: Ms. Jasmeet Seehra.

You may also submit comments and recommendations, identified by Docket ID number and title, by the following method:

- *Federal eRulemaking Portal:* <http://www.regulations.gov>. Follow the instructions for submitting comments.

Instructions: All submissions received must include the agency name, Docket ID number, and title for this **Federal Register** document. The general policy for comments and other submissions from members of the public is to make these submissions available for public viewing on the internet at <http://www.regulations.gov> as they are received without change, including any personal identifiers or contact information.

DOD Clearance Officer: Mr. Reginald Lucas.

Requests for copies of the information collection proposal should be sent to Mr. Lucas at dodhra.mc-alex.dhra-hq.mbx.information-collections@mail.mil.

Dated: September 17, 2024.

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DEPARTMENT OF DEFENSE

Office of the Secretary

[Docket ID: DoD-2024-OS-0101]

Privacy Act of 1974; System of Records

AGENCY: Defense Human Resources Activity (DHRA), Department of Defense (DoD).

ACTION: Notice of a modified system of records.

SUMMARY: In accordance with the Privacy Act of 1974, the Office of the Secretary of Defense (OSD) is modifying a current system of records titled, Defense Civilian Human Resource Management System (DCHRMS), DHRA 23 DoD. The records within this system are used to provide human resource information and system support for the DoD civilian workforce worldwide that manages the HR processing and reporting, including position, compensation and benefits, and performance management, as well as create efficiencies in Human Capital Management. This system of records notice (SORN) is being updated to cover compensation records and administrative appeals relating to claims filed under the Helping American Victims Afflicted by Neurological Attacks Act (HAVANA). This SORN modification expands the Category of Individuals section to cover current and former DoD employees, and dependents of current or former employees who on or after January 1, 2016, experienced a qualifying brain injury. Additionally, the DoD is modifying the Routine Use section to allow additional sharing outside of DoD. Lastly, the DoD is also modifying various other sections within the SORN to improve clarity or update information that has changed.

DATES: This system of records is effective upon publication; however, comments on the Routine Uses will be accepted on or before October 23, 2024. The Routine Uses are effective at the close of the comment period.

ADDRESSES: You may submit comments, identified by docket number and title, by either of the following methods:

* *Federal Rulemaking Portal:* <https://www.regulations.gov>. Follow the instructions for submitting comments.

* *Mail:* Department of Defense, Office of the Assistant to the Secretary of Defense for Privacy, Civil Liberties, and Transparency, Regulatory Directorate, 4800 Mark Center Drive, Attn: Mailbox 24, Suite 05F16, Alexandria, VA 22350-1700.

Instructions: All submissions received must include the agency name and docket number for this **Federal Register** document. The general policy for comments and other submissions from members of the public is to make these submissions available for public viewing on the internet at <https://www.regulations.gov> as they are received without change, including any personal identifiers or contact information.

FOR FURTHER INFORMATION CONTACT:

Samuel Peterson, DHRA Component Privacy Officer, 400 Gigling Rd., Seaside, CA 93955, dodhra.mc-alex.dhra-hq.mbx.privacy@mail.mil or 831-220-7330.

SUPPLEMENTARY INFORMATION:

I. Background

DoD is modifying the Defense Civilian Human Resource Management System, DHRA 23 DoD to support amendment of the Helping American Victims Afflicted by Neurological Attacks Act (HAVANA). In 2016, Department of State employees stationed in Havana, Cuba, began reporting a sudden onset of symptoms, including headaches, pain, nausea, disequilibrium, and hearing loss, in conjunction with sensory events. Federal agencies have called such incidents Anomalous Health Incidents (“AHIs”). Since 2016, Federal employees in numerous countries reported suspected AHIs.

Beginning on December 20, 2019, the Department of State was authorized by statute to pay benefits to employees and their dependents for injuries suffered in the Republic of Cuba, the People’s Republic of China, or other foreign countries designated by the Secretary of State incurred after January 1, 2016, in connection with certain hostile or other incidents designated by the Secretary of State (Pub. L. 116-94, Division J, Title IX, section 901) (codified in 22 U.S.C. 2680b). These benefits were limited to Department of State employees only (*i.e.*, not other U.S. Government employees under Chief of Mission (COM) authority). On January 1, 2021, this law was amended, authorizing other Federal Government agencies (such as the DoD) to provide benefits to their own employees under COM authority who suffered similar injuries. (Pub. L. 116-283, div. A, title XI, section 1110).

On October 8, 2021, the President signed the HAVANA Act of 2021 (Pub. L. 117-46). The HAVANA Act amended section 901 to authorize Federal Government agencies to compensate affected employees, former employees, and their dependents for qualifying injuries to the brain. The HAVANA Act amendments did not require that the qualifying injury occur in the Republic of Cuba, the People’s Republic of China, or another foreign country designated by the Secretary of State. Section 9216 of the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023 provided agencies with authority to designate incidents affecting employees or dependents who are not under the security responsibility of the Secretary of State.

The records within DHRA 23 DoD are used to provide human resource information and system support for the DoD civilian workforce worldwide that manages the HR processing and reporting, including position, compensation and benefits, and performance management, as well as create efficiencies in Human Capital Management. The SORN is being updated to cover compensation records and administrative appeals relating to claims filed under the HAVANA Act. This SORN modification expands the Category of Individuals section to cover current and former DoD employees, and dependents of current or former employees who on or after January 1, 2016, experienced a qualifying brain injury.

Subject to public comment, the DoD is adding standard routine use “I” authorizing sharing in the context of Inspector General activities, routine use “J” to allow for disclosures mandated by Federal statute or treaty, and routine use “N” to allow for sharing with the Department of State for the purpose of evaluating whether an incident is an “other incident” for purposes of establishing a qualifying injury. The following sections of this SORN are also being modified: (1) to the System Location section to reflect the various locations in which records may reside; (2) to the Authority for Maintenance of the System section to update citations(s) and add additional authorities; (3) to the Purpose section to provide clarity on how information will be used; (4) to the Categories of Records section to clarify how the records relate to the Category of Individuals; (5) to the Records Source Categories section to update source information; (6) to the Record Access Procedures section to reflect the need for individuals to identify the appropriate DoD office or component to which their request should be directed;