URGE Complaints and Reporting Policy for the School of Earth and Environmental Sciences, University of Minnesota – Twin Cities

This is what was found and discussed by the Breccia pod in the School of Earth and Environmental Sciences regarding policies for handling complaints of bias, microaggressions, harassment, and overt racism; the reporting process; resources; and possible outcomes. Some information was public; some are based on members' knowledge.

Reporting policy at our organization are here:
- Link – Equal Opportunity and Affirmative Action (EOAA), University of Minnesota – Twin Cities
- Link – Annual report on reports to EOAA
- There is a need for a reporting policy (statement) at the School-level, potentially employing a multilayer approach for points of contact (e.g., some from specified cohorts, the department/research arms, the DEI committee, outside of the school, and the University)

Mechanisms available for reporting complaints, bias, microaggressions, harassment, and overt racism:
- Link – Online reporting to EOAA
- Link – Anonymous online or telephone reporting to the Office of Institutional Compliance
- The designated positions in the School for reporting incidents:
  - Department/HR Administrator
  - Student Personnel Coordinator
  - Directors of Undergraduate and Graduate Studies
  - Department Chair
  - Diversity, Equity, and Inclusivity (DEI) Committee Members
  - Administration Members of Minnesota Geological Survey (MGS)
  - Director of Limnological Research Center (LacCore)
  - Director of Continental Scientific Drilling Coordination Office (CSDCO)
  - Directors of Polar Geospatial Center (PGC)
  - Director of Institute for Rock Magnetism (IRM)
  - Director of National Center for Earth-Surface Dynamic (NCESD)
- We could have designated peer resources for different groups (considering power dynamics).
- We may want to include an anonymous reporting line (e.g., in our intranet system) but with a specific person to monitor the reports (possibly an outsider).