Complaints and Reporting Policy for the Department of Geosciences at Colorado State University

This is what was found by the URGE pod at Colorado State University on policies for handling complaints regarding discrimination, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted.

What policies are there regarding reporting harassment and discrimination at Colorado State University?

- Harassment, bias, and overt racism go against CSU’s discrimination and harassment policy as well as the Student Code of Conduct. There are multiple in-person and online methods for reporting an incident at CSU, regardless of whether it occurred on-campus or off.
- All incidents of bias reported at CSU are included in a confidential aggregate report at the end of each academic year.

Who can you report a complaint to in Warner College?

- There is no specific way to report within Warner College. Information on Warner College’s Diversity and Inclusion Program can be found here. The current strategic plan for the College is located here.
- Dr. Rickey Frierson’s Office - Director of the Warner College Diversity and Inclusion Program. Schedule an appointment with Dr. Frierson here.

Who can you report a complaint to in the Department of Geosciences?

- No one is directly assigned to take or track reports of bias within the department.
- Potential people to reach out to for resources are the Department Head, the students assigned faculty advisor, or the undergraduate advisor. However, none of these are confidential or have any accountability to follow up on the situation.
- At this time the closest resource to the department is Dr. Rickey Frierson’s Office.

What online mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?

- Bias reporting form: click here
  - The CSU bias reporting form is an online outlet for reporting incidents of bias and harassment, including incidents ranging from microaggressions to overt racism.
  - Who can use this form? All students, faculty, staff, and visitors of Colorado State University are allowed to report via the bias reporting form.
  - Is the form anonymous? You can choose to remain anonymous or report contact information
  - Who does the report go to? The report will be received by the Bias Assessment Team that contains representatives from across the University, including CSU Police.
Bias Reporting Policy at CSU

• If your complaint is with a staff or faculty member, you can also report through the Office of Equal Opportunity:
  ▪ Email: oeo@colostate.edu
  ▪ Phone Number: (970) 491-5836
  ▪ Is the report anonymous? No, if you file a report through the Office of Equal Opportunity, it will not be anonymous but it will be confidential.
  ▪ If you file through the Office of Equal Opportunity, you may choose to file a formal or informal complaint.
• If your complaint is with a student or a student organization, you can also report through the Student Conflict Resolution Center: click here. More information about the CRC’s services can be found here.
  ▪ Is the form anonymous? You can choose to remain anonymous or report contact information.
  ▪ Who does the report go to? The report will be received by the Student Conduct Services Team at the Student Conflict Resolution Center

What are the outcomes or consequences for reported individuals?
• If you report to the Bias Reporting Form, specific outcomes depend on who was involved in the incident. For information on possible reporting outcomes, see this flowchart.
• If you report to the Student Resolution Center, hearing officers will reach out to the reported individual (and the reporter, if contact information is supplied) to provide educational and restorative outcomes to both parties.
• If you report to the Office of Equal Opportunity, the outcome will be dependent on the type of complaint.
  ▪ Informal complaints will result in a resolution acceptable to both parties, and the University will not determine whether a policy has been broken.
  ▪ Formal complaints will result in an investigation and an official determination as to whether a respondent has violated University policy.

What resources are available for individuals reporting?
• Student Diversity Programs and Services: https://studentdiversity.colostate.edu/
  ▪ The diversity offices at CSU offer counseling, academic support, mentoring, as well as healing groups. Specific services vary by office.
• Minorities in Agriculture, Natural Resources, and Related Sciences (MNRRS)
• Society for Advancement of Chicanos and Native Americans in Science (SACNAS)

What resources are available to groups raising issues or proposing changes?
• Department faculty meetings
  ▪ Reach out to the undergraduate and graduate representatives at department meetings. Representatives can bring up issues at meetings, while keeping your identity confidential.
• Groups interested in learning more about policy, reporting, or proposing changes can also speak with the Warner College Director of Diversity, Dr. Rickey Frierson.
  ▪ Schedule an appointment with Dr. Frierson here.
Additional Information and Resources
- Office of the Vice President for Diversity website is found here.
- Common questions related to bias-based incident reporting: click here.
- The timeline for CSU’s diversity and equity journey can be found here. They discuss some public acts of racism and the steps that CSU has taken for inclusivity.
- Student demands for change in diversity and inclusion within the university can be found here. As well as, the contact information for adding additional or updating demands.