Our Union with Purpose recognises that each one of our Pod member’s experiences will be unique as we preform the work for URGE. Our pod consists of members who are from: government, private sector, consulting, and academia, and therefore our process for reporting harassment vary greatly. Below you will find a case study for the University of Colorado Boulder, where one of our pod members will be attending.

We recognise that reporting and policy is much different outside of academia, and this became the topic of our pod meeting. We reflected on our workplace current reporting standards (whether they are beyond basic legislature, where they can be improved, and differences between regions), what we could do and consider as individual consultants when working on projects, what resources outside of the workplace are available to BIPOC individuals, and how this impacts workplace health and safety. We discussed the role of unions and how this is another layer in worker protections, which is unfortunately not available to all in the geosciences.

We discussed at some length some mechanisms for addressing aspects of racial harassment in our representative work places, especially outside of an academic framework. Some examples of these mechanisms are: having a Job Hazard Analysis (JHA) for racist/hostile individuals or having union representation. Where the private sector differs significantly from academia is the realistic hierarchy of policies regarding any kind of harassment when working as a consultant. Ideally, a consultancy could have a robust anti-discrimination policy similar to the insitution listed below. However the reality of many consultants and environmental contractors is that they are small or even solo operations that adopt the policies of their clients. Therefore it may be worth spending time to think about and answer all of these questions but ultimately may not be realistic to establish one’s own policy.

Additionally we wish to recognize that while some organizations may be forthcoming with the policies they have in place other employers have a level of confidentiality that prohibits answering all of these questions for every organization we represent.

Our Union with Purpose recognises there is a great deal of work to be done, and that we can use the framework and reflections in URGE to shape change in all corners of the geosciences.

Institution: University of Colorado Boulder (CU)

The link(s) to the reporting policy at CU are the following:
  ● Descrimination and Harassment Policy
● I have not been able to find a policy specific to the department I belong to. It seems like they default to the University policy based on a syllabus I found.
● The Associate Vice Chancellor for the Office of Institutional Equity and Compliance (OIEC) has the responsibility of “Providing an annual report to the Chancellor documenting: a) the number of reports or complaints of alleged violations of this Policy; b) the categories (e.g., students, faculty, staff) of parties involved; c) the number of policy violations found; d) the number of appeals taken and the outcomes of those appeals; and 3) examples of sanctions imposed for policy violations.”
● The latest Annual Report (2018-2019) from the OIEC can be found [here](#). The rates of reporting are made available in this annual report.
● Policies can be reviewed and updated following a lengthy procedure detailed below and also found in this [link](#).

**Mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism:**

- Main [site](#) for the Office of Victim Assistance (OVA)
- OVA provides free and confidential* information, consultation, support, advocacy and short term counseling services to University of Colorado Boulder students, graduate students, faculty and staff who have experienced a traumatic, disturbing or life disruptive event. OVA is not the office that investigates or adjudicates cases.
- [Form](#) for reporting an incident with anonymous option available
- [Resolution Procedure](#) for Harassment and Discrimination Cases
- Page 7 has the names, emails and rest of contact information for the people who you can go to for reporting in person.
- If an individual discloses alleged misconduct to a CU employee who is a mandatory reporter or what is called a “responsible employee” (any employee who has the authority to hire, promote, discipline, evaluate, grade, formally advise, or direct faculty, staff, or students), these individuals are required to inform OIEC. While a responsible employee is required to report on behalf of others, they can decide whether to report behavior that they personally experience. This includes, but is not limited to resident advisors, teaching assistants, professors, graduate instructors, academic advisors, coaches, or other university employees with supervisory authority.
- The Associate Vice Chancellor of the OIEC or designee may also determine that a report to the police may be warranted given the factors above despite an individual’s request for privacy. The OIEC will consider the range of factors listed above in making the determination to report to law enforcement. In those
instances, the OIEC will make a reasonable effort to notify potential complainants prior to reporting to law enforcement. Some factors: weapon involvement, a pattern of perpetration, the seriousness of the alleged misconduct, including whether the respondent threatened further misconduct or other violence against the complainant or others, and the risk that the respondent (the person accused of the misconduct) will commit additional acts of misconduct or other violence;

**Outcomes or consequences for reported individuals**

- There are different consequences depending if the perpetrator is a student or an employee.
- **Potential consequences**: Warning/Written Reprimand, Educational Sanctions, Meeting with the Senior Director of Support and Safety Measures or designee, Residence Hall Reassignment, Residence Hall Termination, Probation, Restriction or Denial of University Services, Delayed Conferral of Degree, Withholding of Official Transcript, Suspension, Exclusion, Expulsion, Disciplinary Stop and Disciplinary Hold, or Additional Sanctions determined by a board.
- Student consequences are determined by the Sanctioning Board is composed of three members who are collectively authorized to impose sanctions for student respondents and to remedy the effects of discrimination and/or harassment.
- The student sanctions are determined by the Student Sanctioning Board composed of three members who are collectively authorized to impose sanctions for student respondents and to remedy the effects of the sexual misconduct. The Board shall decide by unanimous decision.
- The employee sanctions are determined by the Associate Vice Chancellor of the OIEC or designee will notify the disciplinary authority if an employee respondent was found to have violated a policy or acted inappropriately or unprofessionally.

**Resources are available for individuals reporting**

- Types of supportive measures: academic services, access to medical services, counseling services, employment modifications, campus safety escort services and increased security and monitoring of certain areas of campus, transportation/parking modifications, mutual or individual no-contact orders enforced by the university, discussing options and providing referral information for obtaining criminal or civil protection or restraining orders, residential relocations on or off campus, student refund, emergency removals from program
or activity, administrative leave for employees in consultation with Chief Human Resource Officer, temporary suspension of supervisory or evaluative authority for employees in consultation with Chief Human Resource Officer.

- Additional services are supported through the Office of Victim Assistance (OVA). Services include: Advocacy can vary based on the person's needs and can include informing people of their rights and reporting options, medical options, safety planning, information on civil protection orders, accompaniment to court, academic advocacy, and assistance with navigating systems (academic, administrative, criminal, and more). OVA will support the individual in whatever they decide is best for them. Counseling services are free and confidential. Students, graduate students, faculty, and staff impacted by a potentially traumatic or life disruptive event can receive up to 6 counseling sessions. OVA is also here to consult with and provide support to colleagues, friends, and family of individuals who have experienced a potentially traumatic or life disruptive event.

- Additional, outside resources that we discussed are available to any group may include local and state offices of Civil Rights, Union representation, and legal action.

Resources are available to groups raising issues or proposing changes
- Finding information regarding resources for groups raising issues or proposing changes for CU has been difficult. However, I have been able to find information on how new policies are created which specifies how to go about bringing new policy ideas that should be considered. The link can be found here.

  “Current staff members, faculty and/or students may propose a University policy for adoption at any time by submitting to their supervisor, appropriate administrator or representative body (e.g. Boulder Faculty Assembly, Staff Council, University of Colorado Student Government, and United Government of Graduate Students) topics that they believe should be addressed by a University policy.”

- In order for the policy to be considered by the Cabinet for adoption, proposed policies should be advanced in accordance with the following process: The person must seek support from a supervisor, supervisor will submit it to the Officer, the policy proposal must be in a specific format, related implementation procedures should be part of the proposal, a cover letter or memo that summarizes the goals should accompany the document, the Officer will review the documentation, and submit it to the Office of Integrity and Compliance for review and comment, it will be the job of this Officer to deny this request or to submit it for consideration of the Cabinet for Approval. Once it is in the hands of the Cabinet the Office of the University Counsel (OUC) will be asked to complete a final legal review of any
proposed policy. Once adopted, the OIC shall publish adopted University policies on the University’s policy website and shall post a link to the policy.

- In the boave case an Officer is any “chancellor; vice president; associate vice president; vice chancellor; associate vice chancellor; associate counsel; and deans of the schools, colleges, and libraries.”
- This policy has been in effect since February 2019
- A simple policy template has been made available through the same website.
- In my search I came across a Policy Resources and Tools site
- Additionally, I found the Campus Policies site which serves the purpose of locating campus policies.