Link(s) to the reporting policy at our organization:

- University Policies:
  - [https://policies.ncsu.edu/regulation/reg-04-25-02/](https://policies.ncsu.edu/regulation/reg-04-25-02/)
- Department Policies:
  - No official policies
- Are reporting policies regularly reviewed?
  - University policy was last updated August 2020
- What is the process for changing policy?
  - Most policy changes made at the highest level of the university, invisible to those lower in the system
- Are the rates of reporting made publicly available (e.g. # of reports each year)?
  - Department: no formal reporting policies, no records of how issues raised informally are dealt with
  - University: Office for Institutional Equity and Diversity (OIED) Annual Reports
    - Incidents reported made to the Bias Impact Response Team (BIRT) ([66 reported incidents in 2019-2020](https://diversity.ncsu.edu/report-a-concern/))
    - Complaints of discrimination and harassment under NC State's Equal Opportunity, Non-Discrimination and Affirmative Action Policy handled by Equal Opportunity and Equity (EOE) ([343 complaints in 2019-2020](https://diversity.ncsu.edu/report-a-concern/)). Broken down by category (e.g., protected class, Title IX violations) and complaints against students vs employees.

Mechanisms for reporting complaints, bias, microaggressions, harassment, and overt racism

- Who are the designated individuals/positions for reporting incidents?
  - Title IX Responsible Employees
    - [BROCHURE: Reference Guide - Responsible Employee Guidelines](https://diversity.ncsu.edu/report-a-concern/)
    - In MEAS: David Eggelston, Lonnie Leithold, Lewis Owen, Maggie Puryear, Carrie Thomas, Astrid Schnetzer, Meredith Henry
  - Equal Opportunity and Equity (EOE) unit of the Office for Institutional Equity and Diversity
  - Bias Impact Response Team (BIRT) - reporting of incidents of bias that may be neither a crime nor a Title IX violation
  - Guidance on reporting: [https://diversity.ncsu.edu/report-a-concern/](https://diversity.ncsu.edu/report-a-concern/)

- Can reports be made online?
- Can be anonymous unless you are a Title IX Responsible Employee (unclear if a Title IX Responsible Employee can make anonymous reports if they are the victim of harassment/discrimination)

- Who do in-person and online reports go to? Who has access to see reports? Names and/or positions or “Not publicly listed/Unknown”
  - Online reports go to Equal Opportunity and Equity unit of the Office for Institutional Equity and Diversity
  - Bias Impact Reports go to BIRT responders (Names not publicly listed)

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
  - Police involvement can be included, but a separate form, but be filled out
  - Equal Opportunity and Equity can provide assistance in reporting to the police, but unclear in what capacity

Outcomes/consequences for reported individuals

- Follow-up by supervisor, training (bias, etc.), disciplinary action, termination?
  - All of the above are possible outcomes
    - The News & Observer "NC State professor suspended after students say he said ‘women are useless’ in class"
    - Types of outcomes may be limited by whether employees are subject to or exempt from the North Carolina Human Resources Act?

- Who decides the outcomes/consequences? What is the process?
  - Fairly detailed processes are outlined in several locations, but a lot of passive voice and somewhat unclear where final authority sits:
  - REG 04.25.02 – Discrimination, Harassment and Retaliation Complaint Procedures: https://policies.ncsu.edu/regulation/reg-04-25-02/

- Are reports tracked? Yes/No How are they tracked? By who?
  - EOE and BIRT reports tracked by OIED
- Are repeated complaints escalated to a disciplinary board? What is the process?
  - Unclear

Resources are available for individuals reporting

- Confidential/private campus resources are listed online ([https://diversity.ncsu.edu/reporting-resources/](https://diversity.ncsu.edu/reporting-resources/))
  - Lists confidential counseling, and semi-confidential advocacy/support through Women's Center and GLBT Center, but doesn't list resources specific to race/ethnicity
  - Note: Multicultural Student Affairs Center ([https://diversity.ncsu.edu/msa/](https://diversity.ncsu.edu/msa/)) is a place where students can go to be a part of a multicultural community and share lived experiences on campus. Students have gone here to discuss issues they have experienced to decide on what to do next and decide whether or not they want to move to the next steps. Something that is better to connect students to before incidents happen to also foster a sense of community and belonging even if MEAS is lacking in diversity, there is still a place on campus to connect through... Another similar potential resource for community support: NC State Black Graduate Student Association (BGSA)?
  - Unclear extent to which advocates can support individuals directly in reporting process vs. general resources

- Unclear if/how accommodations for continuing work/courses are handled and what protections/adjustments for potential impacts on grades/evaluations are available.

Resources are available to groups raising issues or proposing changes

- There don't appear to be formal policies around this (e.g., petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change; formal follow-up process for town halls and meetings)

- Campus Climate Surveys in 2004, 2010, 2015, and 2019;
  - Campus climate survey results available online

- Institution-level task forces / effort: e.g., Advancing Inclusion and Well-being to Enhance Excellence Task Force; UNC System Racial Equity Task Force

- Related MEAS committees/groups: Diversity Committee, Community Climate Committee, FAC, GSA