As we are all from different institutions, we researched the reporting procedures at each of our individual institutions. This is what we found:

1) The link(s) to the reporting policy at our organization are:

- **Molloy College**

- **University of Cincinnati**
  [https://www.uc.edu/about/equity-inclusion/equal-opportunity/workplace-accomodation.html](https://www.uc.edu/about/equity-inclusion/equal-opportunity/workplace-accomodation.html)

- **NOAA**

- **Harvard**
  [https://www.reportinghotline.harvard.edu/about-hotline](https://www.reportinghotline.harvard.edu/about-hotline)

- **University of Toledo**
  [Incident Report (utoledo.edu)](https://www.reportinghotline.harvard.edu/about-hotline)

2) What mechanisms are available for reporting at your institution? Specifically, is there 1) a designated person who one can go to, and 2) An online resource? Are either of these resources anonymous?

- **Molloy College**
  Molloy uses a reporting system called EthicsPoint which allows for anonymous complaints to go to Human Resources and/or Title IX officers directly. The people who receive the complaints are trained and keep the information confidential. However, they do make the point that an anonymous complaint may make it harder to investigate or resolve.

- **University of Cincinnati**
  The University of Cincinnati has two different systems for reporting racist incidents. The first, which is through the Office of Student Conduct and Community Standards, is to be used only by students to report incidents perpetrated by students. Reporting the Office of Student Conduct and Community Standards is done through an online form, which can be found here: [https://cm.maxient.com/reportingform.php?UnivofCincinnati](https://cm.maxient.com/reportingform.php?UnivofCincinnati). It appears as though you can fill out the form to file a complaint anonymously, but there is no specific information about what will happen as a result of the report or whether the person reporting the incident will have access to counseling, advocacy, or other resources. The second reporting system is less
formal. It occurs through the Office of Equal Opportunity & Access, which offers "Complaint Resolution and Consultation." The website can be found here: [https://www.uc.edu/about/equity-inclusion/equal-opportunity/workplace-accomodation.html](https://www.uc.edu/about/equity-inclusion/equal-opportunity/workplace-accomodation.html). According to the webpage, this system can be used by any "individuals to seek assistance for incidents involving discrimination and harassment, including Sexual Harassment, Americans with Disabilities Act (ADA), Diversity, and Affirmative Action." Complaints can be made over the phone, via email, or in-person (though I doubt that's currently an option). Nothing is said about the possibility of making a complaint anonymously.

**NOAA**

In our institution, there is a dedicated Inclusion and Civil Rights Office that can take official reports and complaints. You are able to use the link above or contact any one from their organization to report a complaint. Within OER specifically, victims of such incidents can report to our Deputy Director for an internal report. For cases of sexual violence or harassment, anonymous reports can be filed through 1-800-452-6728 or (301) 713-0500 or visit [http://www.eeo.noaa.gov/noaa](http://www.eeo.noaa.gov/noaa) for more information on the EEO Complaint process.

**Harvard**

It is unclear from the website and departmental resources whether Harvard has a specific person that one can go to and report racist incidents. The only obvious resource is the online Anonymous Reporting Hotline, which you can access either online via this link or by calling 1-877-694-2275.

**University of Toledo**

There is not a great deal of information about what happens after the report.

**3) What are the outcomes of reporting for reported individuals? Who decides?**

**Molloy College**

We have had extensive training on complaints with respect to sexual or gender-based harassment. From that training, I understand that only HR and Title IX officers receive the information and, if the victim pursues it, they will intervene by holding an institutional trial. This process is guided by NY State law. I believe the reporting structure is similar for all types of harassment complaints, but I don't know if they would be resolved in a similar way.

**University of Cincinnati**

Resources don't include details regarding what will happen in response to the report.

**NOAA**

No information easily accessible.

**Harvard**

One can follow up on the status of their anonymous report made via the reporting hotline via this link, but there is no other information as to what happens with your report.
4) What resources are available for individuals reporting? E.g, counselors or advocates, accommodations.

**Molloy College**
I was pleasantly surprised how easy it was to find my institution's reporting links by simply Googling them. Along with the reporting software, there are several links to counseling and health services also provided: [https://www.molloy.edu/about-molloy-college/human-resources/non-discrimination-and-harassment-policies/report-an-incident](https://www.molloy.edu/about-molloy-college/human-resources/non-discrimination-and-harassment-policies/report-an-incident). From the website, it's unclear if there are advocates and what accommodations would be made.

**University of Cincinnati**
There is no indication that the Office of Equal Opportunity & Access will offer counseling, advocacy, or accommodations to a person who files a complaint.

**NOAA**
Counseling is available through the Office of Inclusion and Civil rights: [https://www.noaa.gov/organization/inclusion-and-civil-rights/contact-us](https://www.noaa.gov/organization/inclusion-and-civil-rights/contact-us)

**Harvard**
For Title IX related offenses, students can request counseling and accommodations through the Title IX office. There is no indication of any resources available to those specifically reporting on a racist incident.