This is what was found by the UCR Prof Pod at UCR on policies for handling complaints, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted.

The links to the reporting policies and resources at our organization are here:

- UC Riverside Office of Diversity, Equity & Inclusion homepage contains mission statement, land acknowledgement, links to diversity statistics, and links to several programs for Chicano, Native American, undocumented, Asian Pacific, African, Middle Eastern students and Women’s and LGBT Resource Centers: https://diversity.ucr.edu/
  - UCR’s Nondiscrimination and Affirmative Action policy and other policies and guidelines with links: https://diversity.ucr.edu/policies-and-guidelines
  - List of links to Campus Resources for Complaint Resolution, as well as details regarding policies and roles of relevant parties and links to External Compliance Agencies with descriptions of roles and reach: https://diversity.ucr.edu/complaint-resolution#care_campus_advocacy_resources_education
  - List of equity advisors for each school and how to contact them: https://diversity.ucr.edu/equity-advisors
  - Links to two affinity groups that may help foster community or reduce feelings of isolation: https://diversity.ucr.edu/affinity-groups
    - The Black Faculty and Staff Association: https://diversity.ucr.edu/black-faculty-and-staff-association
    - LGBTQ+ Out List: https://diversity.ucr.edu/lgbtq-out-list
- UC Riverside Help@UCR lists links for all offices and resources relevant to complaints and reports depending on who you are (e.g., student, witness) and what the issue/problem is. These links contain info about who to contact, how to reach them, and how they can help/what their role is in reporting complaints: https://help.ucr.edu/
- CARE (Campus Advocacy, Resources & Education) https://care.ucr.edu/ and CAPS (Counseling & Psychological Services) https://counseling.ucr.edu/
- Are reporting policies regularly reviewed? What is the process for changing policy?
- Are the rates of reporting made publicly available (e.g. # of reports each year)?

What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism? Many of these mechanisms are included in above links, which we can organize however we think is best. The answer to several questions below is “it depends on the circumstances.”
Who are the designated individuals/positions for reporting incidents? Any supervisor
Can reports be made online? Where? Yes/Links above Anonymously? Some, including CARE (https://care.ucr.edu/) and Office of the Ombuds (https://ombudsperson.ucr.edu/)

Who do in-person and online reports go to? Who has access to see reports? Names and/or positions or “Not publicly listed/Unknown” Depends
Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? Depends

What are the outcomes or consequences for reported individuals?
- Follow-up by supervisor, training (bias, etc.), disciplinary action, termination. Depends
- Who decides the outcomes/consequences? What is the process? Depends
- Are reports tracked? Yes/No How are they tracked? By who?
- Are repeated complaints escalated to a disciplinary board? What is the process?

What resources are available for individuals reporting?
- Pod mentioned the Equity Advisor during session meeting and expressed that it is beneficial to have someone in Marilyn Fogel’s position who can directly receive complaints but also someone who actively visits different groups/departments reaching out and making herself available.
- Counselors or advocates, especially those of the same race, ethnicity, and gender.
  - Yes, we have them, and they cover a range of race, genders, ethnicities…we don’t have everything covered but pretty good position.
- Automatic or requested investigation of potential impact on grades or evaluations.
- Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment. Yes, we have them, by law.

What resources are available to groups raising issues or proposing changes?
Mary mentioned the Vice Chancellor of Student Affairs, Brian Haynes, who can facilitate students meeting with administrative officials.
- Petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change. What is the follow-up process for town halls and meetings?
- Working groups or committees with power to change or propose changes to policy.
- Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
- Leadership proactively asks students and/or staff for input on how to improve.