This is what was found by ISU Department of Geological and Atmospheric Sciences Pod at Iowa State University 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 link(s) to the reporting policy at our organization are here:**
  - Organization, Company, University Policies
    - ISU Non-Discrimination and Anti-Harassment Policy
    - ISU Campus Climate Reporting System
  - Link - Department, Lab, Division, Advisor or Supervisor Policies
    - We do not currently have any links on our department webpage. We will add links to the university reporting system asap.
  - Are reporting policies regularly reviewed? What is the process for changing policy?
    - No procedure is developed at the department level
  - Are the rates of reporting made publicly available (e.g. # of reports each year)?
    - Campus Climate reports all incidents and archives them on a monthly basis ([Campus climate incidents](#)). An annual report is published

- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  - Who are the designated individuals/positions for reporting incidents?
    - Office of Equal Opportunity
    - Campus Climate Reporting System (CCRS)
    - Department chair
    - DEI and liaisons
  - Can reports be made online? Where? Yes, [CCRS](#) Anonymously? Yes
  - Equal opportunity hotline [link](#)
  - Who do in-person and online reports go to? Who has access to see reports? Not publicly listed/Unknown
  - Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
    - CCRS will determine what other stakeholders need to be involved and coordinate response. At the request of the reporter a CCRS member will support the reporter. Other units determine if an investigation is warranted.

- **What are the outcomes or consequences for reported individuals?**
  - Dependent on the situation
Who decides the outcomes/consequences? What is the process?
- The Office of Equal Opportunity (OEO) has primary responsibility for administering non-discrimination and harassment policy and overseeing the response, investigation, and resolution of reports of discrimination and harassment.

Are reports tracked? Yes
- How are they tracked? All incidents are filed
- By who? CCRS
Are repeated complaints escalated to a disciplinary board? What is the process?
- No information available

- **What resources are available for individuals reporting?**
  - Ombuds office (confidential resource *except* for sexual harassment related concerns)
  - Student counseling (confidential resource)
  - Student legal service (confidential resource)
  - Center for LGBTQIA+ Student Success (campus confidential resource)
  - Margaret Sloss Center for Women and Gender Equity (campus confidential resource)
  - Employee Assistance Program (confidential resource)

- Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail.

- **What resources are available to groups raising issues or proposing changes?**
  - 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.
    - A campus climate report is published every year [link](#)
    - Town hall meetings have been organized in the past