URGE Complaints and Reporting Policies for the GSL Research Team

The GSL Research team reviewed policies for handling complaints, the reporting process, resources, and possible outcomes at each of our three institutions. Some information was public; some information was not available (marked N/A below); and some was unclear. We provide information from multiple institutions (named below) because we are a research team that collaborates across several institutions.

The link(s) to the reporting policy at our organizations are here:

- Links
  - UWO: general: https://uwosh.edu/equity/policies/ (with link to reporting form)
  - UNC’s Discrimination, Harassment and Retaliation: https://www.unco.edu/institutional-equity-compliance/discrimination-harassment.aspx

- Are reporting policies regularly reviewed? What is the process for changing policy?
  - UWO: Policy is set by the Board of Regents (UW System): Here’s the policy development procedure: https://www.wisconsin.edu/uw-policies/administrative-policy-development/
  - UNC: unclear
  - UC Boulder: https://www.colorado.edu/policies/discrimination-harassment-policy

- Are the rates of reporting made publicly available (e.g. # of reports each year)?
  - UWO: crimes and reports, including harassment and bias are reported annually by the UWO police: https://uwosh.edu/police/about-us/annual-reports/ (also available sexual harassment/violence data: https://www.wisconsin.edu/sexual-assault-harassment/reports-statistics/annual-reports-on-sexual-assault-and-sexual-harassment/)
  - UNC: unclear
  - UC Boulder: yes, https://www.colorado.edu/oiec/assessment/reports

What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?

- Mechanisms at each institution
  - UWO: has two - A. The Office of Equal Opportunity, Equity and Affirmative Action has a mechanism, and B. The UWO police have a reporting system for bias incidents
Who are the designated individuals/positions for reporting incidents?

- UC Boulder: [https://www.colorado.edu/oiec/reporting-resolutions](https://www.colorado.edu/oiec/reporting-resolutions)
- UWO:
  - Dean of Students (against students), Chancellor (Faculty/Academic Staff), Director of Human Resources (University staff)
  - Not clear
- UNC: unclear
- UC Boulder: [https://www.colorado.edu/oiec/reporting-resolutions/who-required-report](https://www.colorado.edu/oiec/reporting-resolutions/who-required-report)

Can reports be made online? Where? Yes/No, Link Anonymously? Yes/No

- UWO: A. Dean of Students (against students), Chancellor (Faculty/Academic Staff), Director of Human Resources (University staff); B. UWO police (unclear which individual/position)
- UNC: Yes and can be anonymous
- UC Boulder: Yes, [https://www.colorado.edu/oiec/reporting-resolutions/making-report](https://www.colorado.edu/oiec/reporting-resolutions/making-report)

Who do in-person and online reports go to? Who has access to see reports? Names and/or positions or “Not publicly listed/Unknown”

- UWO: Not publicly listed/Unknown; Anyone can see the annual reports, they are public.
- UNC: n/a

Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?

- UWO: Not clear when and how for incidents reported through university channels - Bias incidents go directly to the Police. No advocate is listed or offered.
- UNC: unclear

What are the outcomes or consequences for reported individuals?

- Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
- Who decides the outcomes/consequences? What is the process?
- Are reports tracked? Yes/No How are they tracked? By who?
- Are repeated complaints escalated to a disciplinary board? What is the process?
  - UWO: The answers to the above questions are unclear on public facing web resources at UWO.
  - UNC: unclear

Which of the following resources are available for individuals reporting?

- Counselors or advocates, especially those of the same race, ethnicity, and gender.
- 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.
  ○ UWO: All of the above are options for students (unclear for faculty and staff)
  ○ UNC: unclear
  ○ UC Boulder: https://www.colorado.edu/oiec/support-resources

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.
  ○ UWO: Unclear from public facing information. (see https://www.wisconsin.edu/uw-policies/administrative-policy-development/)
  ○ UNC: unclear
  ○ UC Boulder: It depends on what the issue is.