This is what was found by WNC Research Alliance at North Carolina 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:**
  ○ [Link](#) – NC State University Policy on “Discrimination, Harassment and Retaliation Complaint Procedures”
  ○ The policy of NCSU is regularly reviewed. Based on the history of the policy, the policy is firstly issued in 1999 and lastly revised and adopted in 2020.
  ○ NCSU’s Office for Institutional Equity and Diversity (OIED) is the entity that responsible for investigating any report received based on the University regulation. OIED release annual report for the entire office and its annual activities which includes the number of complaints/reports received each year. For example, in 2019-2020, OIED received 128 complaints of alleged discrimination and harassment based on a protected class.

● **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  ○ NCSU’s Office for Institutional Equity and Diversity (OIED) is the entity that designated for receiving complaints and responsible for investigating any report received based on the University regulation.
  ○ The reports are handled in “a manner that balances an individual’s preferences regarding confidentiality with the university’s legal obligations”. Reports will be confidential to the extent permitted by law.
  ○ “If an individual requests complete confidentiality and/or asks that the university not investigate or seek action against a Respondent, such request may limit the university’s ability to respond fully to the complaint, including pursuing any disciplinary action against the Respondent. The university ultimately determines whether it can honor such a request while providing a safe and nondiscriminatory environment for the university community. Such determination shall be made by the OIED, in consultation with other campus units as needed.”
  ○ All reports go to OIED via mail or [online reporting form](#). There will be designated investigator to review, investigate, facilitate solutions with involved stakeholders to address the issue.

● **What are the outcomes or consequences for reported individuals?**
  ○ The investigator will review the reports to determine if the complaint violate the policy.
  ○ If the investigator determines the report does not violate the policy, they will close the complaint administratively and notify the involved parties.
If the preliminary review determines it violates the policy, OIED will perform an investigation of the conduct alleged under the supervision of Vice Provost for Institutional Equity and Diversity.

The OIED will prepare a draft investigative report that summarizes the relevant evidence and policies at issue. The OIED will issue final report after receiving responses from both parties and evaluating all evidence.

The complaint can result in facilitated resolution if both parties agree at any part of the investigative process. Otherwise, once the OIED makes final determination, the OIED’s written report will be provided to the appropriate supervisor(s), with a copy provided to the Office of General Counsel and Employee Relations.

If there is a policy violation, the OIED investigator may meet with the appropriate supervisor(s) and others as needed (i.e., Office of General Counsel, University Employee Relations) to discuss corrective action, including possible disciplinary action, to resolve the policy violation and prevent its recurrence. Prior to concluding the complaint resolution process, the OIED investigator may follow-up with the supervisor and/or University Employee Relations regarding what corrective action was taken.

**What resources are available for individuals reporting?**

- The OIED is the one stop shop for individuals who are going through the reporting process. If the reporting individuals need resources or counseling, OIED will direct individuals to necessary resources.
- The policy states that OIED will deal with retaliation once a report of alleged retaliation is reported during the course of the complaint resolution process. The OIED will review the allegations of retaliation and may determine that it is appropriate to investigate the allegations as part of the pending complaint resolution process or initiate a new complaint resolution process in accordance with University regulation. If the retaliation is true, OIED will enforce the University regulation to apply additional corrective actions.

**What resources are available to groups raising issues or proposing changes?**

- The OIED office has centers and committees that are responsible to issues related to different groups where people can raise issues or propose changes.
- NCSU also joined AAAS SEA Change Initiative to improve the Institution’s effort to build a culture of inclusion across campus and a scientific enterprise where everyone can thrive.