

# URGE

## Unlearning Racism in Geoscience



University of Nevada, Reno

This is what was found by GPHS at University of Nevada, Reno 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](#) - Organization, Company, University Policies
  - [Link](#) - Department, Lab, Division, Advisor or Supervisor Policies
  - Reporting is reviewed annually by the Title XI Coordinator, who then provides suggestions for changes to policy to the Nevada System of Higher Education who then may propose policy revisions to the Board of Regents at the last regular meeting of the fiscal year
  - Are the rates of reporting made publicly available (e.g. # of reports each year)?
    - The university makes an annual summary of bias and hate incidents available [Link](#)
    - There is no summary of Equal Opportunity and Title IX complaints I could find
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  - Who are the designated individuals/positions for reporting incidents?
    - None found
  - Can reports be made online? Where? **Yes**, [Link to Equal Opportunity and Title IX Reporting](#) [Link to Bias and Hate Reporting](#) Anonymously? **Yes**
  - 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?
    - If a report is filed as a Bias and Hate report, it goes to the University PD
- **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?
- **What resources are available for individuals reporting?**



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- Counselors or advocates, especially those of the same race, ethnicity, and gender.
  - “EO/TIX does not advocate on behalf of any party.”
  - “resources may include, but are not limited to No Contact Directives, Scheduling assistance, Escorts, and modifications of living, dining, academic, and employment arrangements.”
- “The University of Nevada Reno is committed to providing a safe, inclusive, and supportive campus culture. To this end, the Equal Opportunity and Title IX office serves as a resource and leader in furthering the University’s commitment to equity and diversity working to promote equal opportunity for all members of the Wolf Pack Community. Through educational programming, policy review, and collaborative campus initiatives, EO/TIX helps to ensure the university’s compliance with all applicable civil rights legislation. EO/TIX offers options and resources to individuals affected by these issues. These resources vary depending on circumstances. When requested and reasonably available, EO/TIX can assist in obtaining interim measures and resources. These resources may include, but are not limited to No Contact Directives, Scheduling assistance, Escorts, and modifications of living, dining, academic, and employment arrangements. These resources are available to all involved parties and will be confidential to the extent that such confidentiality will not impair the effectiveness of the implemented resource. Contact our office for more information.

In addition to the resources provided through the Equal Opportunity and Title IX office, a variety of resources are available to any member of the Wolf Pack community who has been affected by sexual violence, harassment, or discrimination and needs additional support. The University’s many resources are available to provide both immediate and long-term support and guidance. These entities focus on providing you with the help and support you need. You may find it useful to ask about confidentiality and privilege at the start of your conversation to fully understand any reporting obligations. Resources designated as “confidential” will not report any information to the Equal Opportunity and Title IX Office. These conversations are kept strictly confidential and, except in extreme, rare circumstances, will not be shared with anyone without your explicit permission.

Remember: Regardless of when or where an incident occurred, help is still available. Resources are available even if you choose not to file a formal complaint with the University or with law enforcement.”

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- What resources are available to groups raising issues or proposing changes?
  - None that I could find