



February 2021

Complaints and Reporting Policy for the UNR Geoscience Units

The following information was found by the UNR Geosciences pod at the University of Nevada, Reno regarding policies for handling complaints of discrimination or harrasment, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted with a *.

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

- <https://www.unr.edu/equal-opportunity-title-ix> (University wide)
 - Currently, there are only policies at the University level.
 - Are reporting policies regularly reviewed? What is the process for changing policy?
 - “They are reviewed and updated as necessary to ensure compliance” with federal law and NSHE policy.*
 - It seems like it would be very difficult to change policies as an individual; perhaps the faculty senate would be the best place to start?
 - Are the rates of reporting made publicly available (e.g. # of reports each year)?
 - They are included in the annual Safety Report that UNR Police Services provides, but it does not seem to be very clearly reported within this document ([example](#)).*
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What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?

- Who are the designated individuals/positions for reporting incidents?
 - The victim, leadership, bystanders.
 - Can reports be made online? Where?
 - Yes <https://www.unr.edu/equal-opportunity-title-ix>
 - Anonymously? Yes
 - Who do in-person and online reports go to? Who has access to see reports?
 - Title IX office and their team/staff*
 - Are police included in the process? When and how?
 - Only if requested by the complainant unless the complainant is a minor, and the Title IX office is required to report under University policy and state law.*
 - Are individuals accompanied by an advocate or someone from the organization?
 - If they choose but they have to find their own advocate.*
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What are the outcomes or consequences for reported individuals?

- Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
 - See next bullet point.
- Who decides the outcomes/consequences? What is the process?
 - "Discipline/consequences are decided by a decision maker, who varies based on the involved parties."*

- Are reports tracked? Yes
 - How are they tracked? By who?
 - Title IX office keeps track using Maxient case management software.
 - Are repeated complaints escalated to a disciplinary board? What is the process?
 - Depends on the type of report received.*
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What resources are available for individuals reporting?

- Counselors or advocates, especially those of the same race, ethnicity, and gender.
 - Pretty generic list of [resources](#), but no specific advocates, and definitely none of necessarily the same race, ethnicity, and/or 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.
 - "Certain incidents qualify students for academic resources that are designed to assist them with remaining academically successful. If these resources are available, the student will be provided information on how to request these resources."*
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What resources are available to groups raising issues or proposing changes?

- Specific info for the College of Science can be found in the bylaws linked here:
<https://www.unr.edu/faculty-senate/university-bylaws/college-of-science#bylaws>

- 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?
 - There is nothing established for this.
 - Working groups or committees with power to change or propose changes to policy.
 - There is nothing established for this. "Anyone is welcome to propose changes to NSHE policy; however, they would not be provided academic resources."* Perhaps the faculty senate?
 - Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
 - Campus wide climate survey but as far as I know, these do not happen on a regular basis.
 - Leadership proactively asks students and/or staff for input on how to improve.
 - There does not appear to be anything specific about this, except for things like the climate survey.
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Findings:

Overall, the responses from the UNR Title IX office and what is listed on their website are very vague, and most answers are that it depends on the case and situation. Our URGE pod has decided to develop a Code of Conduct that will be used at the department level so that it is more clear what is expected and acceptable behavior of individuals. This Code of Conduct will also include information on reporting through the Title IX office and will also provide resources to advocates/liaisons at the department level that can be available to help and support a complainant.