
URGE Complaints and Reporting Policy for Brown University

This is what was found by Brown DEEPS Pod at Brown 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:**

Brown University Incident Reporting

The **Office of Institutional Equity & Diversity** ([OIED](#)) serves as a leader, resource, and support in sponsoring programs related to diversity and inclusion and has additional resources to help navigate your situation. Students may also confer with the Ombudsperson or dean from the relevant academic unit outside the department.

Within the department, advisors, committee members, director of undergraduate studies, director of graduate studies, and chair are available for advice or help with department climate issues.

Family and friends as well as students and postdocs within your lab group can also be a source of advice and solidarity.

- **Bias incidents** are reported [here](#) with a choice of confidentiality. The purpose is to connect members of bias incidents (hurtful, discriminatory, or harassing acts that target individuals or groups based on perceived or actual identity) with appropriate resources and supports. Bias incidents do not fall under mandated reporting unless they fall under other processes such as the Clery Act and Title IX.
- **Discrimination & Harassment incidents** are reported [here](#) for any unlawful discrimination under applicable Federal and State statutes including Title VI, Title VII of the Civil Rights Act of 1964.
- The **Title IX and Gender Equity Office** ([link](#)) is a central location for addressing gender-based discrimination or sexual violence.
- **Hate crimes** should be reported to the **Department of Public Safety (DPS)** by calling 401-863-3322. Information about reporting a hate crime is also available on the [DPS webpage](#).
- The **Graduate Student Grievance Procedure** ([link](#)) is available to address issues that are not covered by more specialized processes listed above (e.g. alleged inappropriate application of program requirements ([graduate student handbook](#)) or concerns about advising). Remedies and sanctions through this process are determined by the authority of the relevant level of review (e.g. graduate program, academic department, Graduate School).

- **Brown DEEPS Anonymous Climate Form** ([link](#)) collects responses to reporting general working climate concerns and are periodically reviewed by the DIAC (Diversity, Inclusion, and Action Committee). Note this is not an actionable mechanism.

- Are reporting policies regularly reviewed? What is the process for changing policy?

Each incident reporting mechanism listed above has a specific timeframe for review and possible action. Bias and discrimination policies are reviewed periodically by the OIED. Title IX policies are reviewed every three years. The DIAC is responsible for reviewing policy within the department.

- Are the rates of reporting made publicly available (e.g. # of reports each year)? [Link Annual Outcome Report for complaints of sexual misconduct according to Title IX](#) [Link Annual Report of Bias Incidents](#). Reports made to the departmental anonymous climate form will be periodically reviewed by the DIAC.

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

- Who are the designated individuals/positions for reporting incidents? [Individuals report incidents. A trusted community member may help taking any reporting steps. Mandatory reporters may also be required to submit incidents of discrimination or sexual assault by the Clery Act or Title IX.](#)

- Can reports be made online? Where? [Yes, see above table.](#) Anonymously? [Optional.](#)

- Who do in-person and online reports go to? Who has access to see reports? [See above table.](#)

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? [Police are not involved.](#)

- **What are the outcomes or consequences for reported individuals?**

[Outcomes and consequences range for each process listed above. Each process has a range of outcomes listed on their respective website pages. Within the department, consequences may include follow-up by supervisor, training \(bias, etc.\), disciplinary action, termination.](#)

- **What 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 to mitigate retaliation against reporting incidents.
- Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment.

Brown University Student Support

Chaplains and Religious Life

The Office of the Chaplains and Religious Life works collaboratively with many student organizations, spanning the breadth of Brown's religious diversity and involving more than 40% of the student population. The office also cares for and responds to the broad pastoral needs of Brown's faculty, staff and students.

Counseling and Psychological Services

All clinicians in Counseling and Psychological Services are required to have experience in working with students from diverse backgrounds. The office provides ongoing programming for students on topics such as ethnic and racial identity, and hate crimes.

Global Brown Center for International Students

Global Brown supports the international student community at Brown through orientations, programming, and resources that celebrate and recognize the diversity of international identities.

Office of the Dean of the College

The Office of the Dean of the College connects students with Deans who serve as resources in academics, advising, and a broad range of issues students may face while at Brown.

Student and Employee Accessibility Services (SEAS)

SEAS coordinates services and accommodations for students, faculty and staff with physical, psychological, sensory, and learning disabilities. SEAS is also available for consultation with Brown community members who are questioning whether they may have a disability, have questions about working with someone who has a disability, or have a temporary condition that may require accommodations or services.

University Health Services

Working with a wide range of individual and student organizations, University Health Services is dedicated to the promotion of healthy lifestyles. Programs range

from sexual health to relaxation techniques, from eating disorders to domestic abuse.

Brown University Confidential Resources

[Counseling and Psychological Services \(CAPS\)](#)

(401) 863-3476

Clinicians provide confidential crisis support, follow-up appointments, and 24-hour on-call services for any Brown student. Located at Page-Robinson Hall, Room 512.

[Chaplains Office](#)

(401) 863-2344

The Chaplains are available for personal counseling and support. Call to make an appointment. Located in Page-Robinson Hall, Room 410.

[Brown Emergency Medical Services \(EMS\)](#)

(401) 863-4111

Emergency response available 24 hours a day, 7 days a week.

[Sexual Harassment & Assault Resources & Education \(SHARE\) Office](#)

(401) 863-2794

Confidential services include support for a survivor or the friends of a survivor, help exploring options to address the incident (such as filing a complaint, if that is the student's choice) and educational programs for the student community. Located on the third floor of Health Services at 13 Brown Street on the corner of Brown and Charlesfield Streets.

[University Health Services](#)

(401) 863-3953

Confidential medical care, testing and treatment. Located at 13 Brown Street on the corner of Brown and Charlesfield Streets.

[Ombuds Office](#) (Graduate & Medical Students Only)

ombuds@brown.edu

Provides an independent, confidential, neutral and informal resource for faculty, staff, postdoctoral fellows and associates, graduate students and medical students who have concerns arising from or affecting their work and studies at Brown.

- **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.
 - DIAC (composed of undergrad, grad, staff, and faculty representatives) is a good platform to raise topics of discussion and propose updated policies. The DIAC is responsible for guiding the department through DEIA actionable items at the department level.

What is the follow-up process for town halls and meetings?

- Working groups or committees with power to change or propose changes to policy.
- Working climate surveys, conducted regularly and in the event of wide-spread reports or high-profile incidents.
- Leadership proactively asks students and/or staff for input on how to improve.

Individuals/groups may also find support and solidarity with national affinity/advocacy groups

Advocacy, Mentoring, and Affinity Groups

[NABG](#) (National Association of Black Geoscientists)

[SACNAS](#) (Advancing Chicanos/Hispanics & Native Americans in Science)

[IAGD](#) (International Association for Geoscience Diversity) - disabilities

GWISE (Graduate Women in STEM) - department and [university-wide chapters](#)

Earth Science Women's Network ([ESWN](#))

Association for Women Geoscientists ([AWG](#))

AAPI in Geosci (Asian American and Pacific Islander affinity group) - soft launch Dec 2020

[GeoLatinas](#)

[Out Astronaut](#) (LGBTQ+ in science and space)

[AGU Ethics & Equity Center](#) has resources like free consultations with lawyers and development of code of conducts