

# URGE

## Unlearning Racism in Geoscience



OHIO  
UNIVERSITY

---

### URGE Complaints and Reporting Policy for University/Organization - Example Deliverable

This is what was found by the Department of Geological Sciences at Ohio University on policies for handling complaints, the reporting process, resources, and possible outcomes. Some information was publicly available on the university website; answers that were only found through follow up with contacts are noted.

- **The link(s) to the reporting policy at our organization are here:**
  - Ohio University: <https://www.ohio.edu/policy/40-001>
  - The College of Arts and Sciences and Department of Geological Sciences at Ohio University do not have their own reporting policies or mechanisms.
  - The university policies appear to be reviewed every ~8 years. The current policy is effective October 2015. The process for changing the policy is not explained in the policy document.
  - As far as we can tell, the rate of reports filed is not publicly available.
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  - The Office of Equity and Civil Rights Compliance, Kerri Griffin, J.D., Director and Title IX Coordinator.
  - Reports can be made online at:  
[https://cm.maxient.com/reportingform.php?OhioUniv&layout\\_id=90](https://cm.maxient.com/reportingform.php?OhioUniv&layout_id=90).  
This reporting mechanism can be anonymous or you can include your name. However, the university policy states that with anonymous complaints the university may be limited in its ability to investigate the incident because the university's ability to obtain additional information may be compromised. The link is located on the Office of Equity and Civil Rights Compliance and the Division of Diversity and Inclusion Resource webpages.
  - Complaints are investigated by the Office of Equity and Civil Rights Compliance (ECRC).
  - The Ohio University police department is notified if a complaint contains sufficiently detailed information about conduct that would constitute a crime.
  - There is no information about the availability of advocates from the ECRC to accompany complainants.



## Unlearning Racism in Geoscience

- **What are the outcomes or consequences for reported individuals?**
  - There is no detailed university policy on what happens after a report is received. The report is to be investigated by ECRC, but the process of investigation is not explained. Potential disciplinary actions are not provided nor who decides the outcomes or consequences of the report. In summary, there is not process described in an easily accessible location. On reaching out to ECRC I was told that the policy would be updated “in the very near future” and that the answer to many of these questions is “it depends.” We will be speaking with the ECRC director some more about these topics in the coming weeks.
- **What resources are available for individuals reporting?**
  - As with the question on outcomes and consequences, there is no clear policy or guidance on available resources for reporters of racial discrimination and harassment. Such guidance is in place for sexual misconduct and harassment but this has not been extended to other forms of harassment or discrimination.
- **What resources are available to groups raising issues or proposing changes?**
  - These resources and procedures are also not apparent in publicly available information.