

URGE Complaints and Reporting Policy for UMontana Geosciences Department

This is what was found by the **UMontana Geosciences Pod** at **The University of Montana-Missoula** on campus policies for handling complaints, the reporting process, resources, and possible outcomes. The answers **in orange** mostly were derived from a short phone conversation with Alicia Arant, J.D., the UM Director of Equal Opportunity and Title IX. Key links to policy, procedures, lists of possible sanctions, etc. are provided in **blue**. Our policy will be to follow all campus policies and procedures that have been established by our Office of Equal Opportunity and Title IX (<https://www.umt.edu/eo/>).

- **The link(s) to the reporting policy at our organization are here:**
 - **UM Equal Opportunity Office** <https://www.umt.edu/eo/>
 - **Beginning in August of 2020, the UM adopted and implemented a single EO policy that addresses discrimination against 17 different groups (LBGTQ, etc.), as opposed to separate policies for different crimes or different offices that address different allegations (e.g., sexual predation vs. racist behavior, etc.). UM policy brings together all types of discrimination as per the Title 7 section of the 1964 Civil Rights Law, Title 9 (sexual discrimination), and the Montana Rights Act (https://leg.mt.gov/bills/mca/title_0490/chapters_index.html). UM EO policy is reviewed on a regular basis and changes must be reviewed and approved via the system of Shared Governance between the faculty and administration. Also, any significant legal changes that come from DC or Helena automatically initiates a review of current EO policy.**
 - **Reporting rates are made public each year, but all of the types of discrimination are lumped under Title 9 (sexual offenses) for public reporting. Different forms of discrimination are tracked internally, but the public release lumps all of these forms and reports them as per Title 9 requirements which only deals with sexual discrimination.**

- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - **EO Director Alicia Arant, J.D. and her office staff. UM currently has mandatory reporting policy for sexual discrimination only. Other forms of discrimination do not require mandatory reporting at present. In part this stems from the fact that many forms of discrimination are not, in fact, illegal.**
 - **Reports can be made online at this address:**
https://cm.maxient.com/reportingform.php?UnivofMontana&layout_id=9

- In-person and on-line reports go to EO Director Alicia Arant, J.D. and her office staff who review them.
 - Reports can be made anonymously.
 - Information is not shared with police unless a report identifies an immediately threat. Also, UM EO will provide info about how to file police report and will connect a complainant with a crime advocate who will help file police reports, provide other forms of support.
- **What are the outcomes or consequences for reported individuals?**
 - The most severe consequence for reported individuals is termination of employment (faculty) or expulsion (students). A full list of possible sanctions is included in UM's Discrimination Grievance Procedures located at this link:
<https://www.umt.edu/eo/investigation/grievance-procedures.php>
 - **Who decides the outcomes/consequences? What is the process?**
 - Formal complaints against students can be resolved either informally (i.e., through discussions with EO director) or through the formal grievance procedure which involves a hearing panel that includes a member of the Faculty Senate and ASUM. Formal complaints against faculty are resolved as described in the Collective Bargaining Agreement (CBA), section 18.000 SANCTIONS, SUSPENSIONS, AND TERMINATIONS. The CBA is located at this link:
https://www.umt.edu/provost/faculty/CBAs/UFA%202017-2021_fall19.pdf
 - Reports are tracked by the EO.
 - Repeated complaints are brought before the hearing panel described above (for students) and the UM administration/shared governance system (for faculty). In cases of repeated complaints, the EO may be exempt from confidentiality and report directly to the police if an imminent threat is perceived.
- **What resources are available for individuals reporting? 2020 resource guide**
 - A complete list of available resources is located at this link:
<https://www.umt.edu/eo/take-action/resources.php>
- **What resources are available to groups raising issues or proposing changes?**

According to Alicia Arant, J.D., UM's EO Director and a Civil Rights Lawyer, 'this is an area that needs further work. There exists a lot of racism and sexism that is not technically illegal, and much behavior that is problematic but not illegal. UM EO is currently working on revision of racial incident bias team. Their function is to support people that have been affected by race-based harm.