



ENE at F&M Pod

This is what was found by ENE at F&M at Franklin and Marshall College 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:

For employees: <https://www.fandm.edu/human-resources/human-resources-policies>

For students: [Student Rights, Freedoms, and Responsibilities](#)

[Title IX Policy](#)

DEI policy is also articulate here: <https://www.fandm.edu/diversity-and-inclusion/campus-activism>

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

F&M has an online Bias-incident-reporting-system, where F&M faculty, staff and students are able to submit the reports anonymously through an online form.

<https://sites.google.com/fandm.edu/bias-incident/bias-incident-reporting-at-fm>

BIRT core team members thoroughly review each report and reach out to both affected person(s) and alleged offenders when known. When a report is believed to reflect bias, BIRT takes steps to respond, record the incident and, when warranted, communicate to the campus..

2019-20 Response Team: Student representatives, Office of Academic Affairs (Provost's Office). Office of Student Affairs, Office of Multicultural Affairs, Assistant Vice President of Human Resources, Title IX Coordinator, Vice President for Diversity, Equity and Inclusion

This link describes what happens after a report is made:

<https://sites.google.com/fandm.edu/bias-incident/what-happens-after-a-report-is-received?authuser=0>

If a bias incident also involves sexual harassment or assault, a Title IX report may also be made:

<https://www.fandm.edu/college-policies/employee-relations-policies/problem-resolution-policy> -

What are the outcomes or consequences for reported individuals?

BIRT core team members thoroughly review each report and reach out to both affected person(s) and alleged offenders when known. When a report is believed to reflect bias, BIRT takes steps to respond, record the incident and, when warranted, communicate to the campus.

BIRT core team members maintain a Bias incident log:

<https://sites.google.com/fandm.edu/bias-incident/bias-incident-log?authuser=0>



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Student infractions also fall under the Student Code of Conduct and students may face [disciplinary action under the Vice President and Dean of Student Affairs](#).

Staff employees may face [consequences ranging from corrective action through termination](#) when an infraction occurs. Expectations and consequences for faculty are further outlined in the [Faculty Handbook](#).

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<https://www.fandm.edu/college-life-manual/student-rights-freedoms-and-responsibilities/disciplinary-acts-and-penalties>

What resources are available for individuals reporting?

Students can access a variety of support systems across campus, though students from diverse backgrounds often face cultural insensitivity when engaging with these resources. Improvement must be made to ensure counselors and advocates of the same race, ethnicity, and gender are available to all students.

Employees can access support such as counseling through their [individual benefits](#), and through the Employee Assistance Program.

Here are links to student services:

<https://www.fandm.edu/campus-life/services-policies/student-wellness-center/counseling>

<https://www.fandm.edu/dean/dipcares>

<https://www.fandm.edu/campus-life/student-wellness-education-and-violence-prevention/resources>

<https://www.fandm.edu/campus-life/title-ix>

<https://drive.google.com/file/d/1QWqaw5C0KP1DYdmwVNY5taSu742FR13m/view>

Automatic or requested investigation of potential impact on grades or evaluations.:

<https://www.fandm.edu/catalog/evaluation-and-grades>

<https://www.fandm.edu/office-of-student-accessibility-services/disability-services-obtaining-accommodations>



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https://fandm-accommodate.symplicity.com/public_accommodation

Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment: <https://www.fandm.edu/catalog/evaluation-and-grades>

<https://afsp.org/suicide-prevention-resources>

In addition, a number of [Student affinity groups](#) exist to enable students to build community around common identities.

Resources for faculty and staff:

<https://www.fandm.edu/dean/dipcares/faculty-and-staff-resources>

<https://www.fandm.edu/human-resources/benefits>

<https://www.fandm.edu/college-policies/employee-relations-policies/problem-resolution-policy>

Employees have formed a [People of Color Alliance](#) to provide an avenue for community building as well.

What resources are available to groups raising issues or proposing changes?

F&M conducted a Campus Climate Survey to better understand where the campus community is excelling and where it needs improvement in building a welcoming community that is diverse, equitable, and inclusive. This data reveals many intricate details to be addressed in the coming years.

Read more about it here: <https://www.fandm.edu/president/initiatives/f-m-campus-climate-survey>

To read about ongoing diversity, equity and inclusion initiatives at F&M, visit this page [DEI at F&M](#).

To better understand attitudes towards campus activism in general, visit this link:

<https://www.fandm.edu/diversity-and-inclusion/campus-activism>

Student affinity groups may convene and develop strategies to advocate for change:

<https://www.fandm.edu/womens-center/2019-2020-student-board>

<https://www.fandm.edu/osel/club-council/what-is-club-council>

The F&M Faculty handbook articulates procedures that faculty can follow to advocate for change:

<https://docs.google.com/document/d/1I7CvHm-zWoOghIHPcv7zmtbU1DH1eOruoKPE6b8uWM/edit?usp=sharing>

Exempt and Non-Exempt Staff have very little access to raising issues or proposing changes. The SAC ([Staff Advisory Committee](#)) can appeal to other campus entities and request changes be made, but for the most part are limited by the employment law of the at-will State of Pennsylvania.