

# An Analysis of Complaints and Reporting Policies within Dartmouth College and the Earth Sciences Department

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This is what was found by **Dartmouth Earth Sciences Pod** at **Dartmouth College** on policies for handling complaints, the reporting process, resources, and possible outcomes.

## Overview of possible paths for race-related complaints at Dartmouth College

- I. Dartmouth College
  - A. [Dartmouth Office of Institutional Diversity & Equity](#) handles racial discrimination complaints that violate [Dartmouth's "Notice of Nondiscrimination"](#) according to [Equal Opportunity Grievance procedures](#)
    1. Consultation with IDE rep or Human Resources Consultant are suggested as preliminary pathways for resolution according to [Grievance filing procedures](#)
  - B. "[Bias Impact Response Team](#)" - for helping community members report bias activity
    1. We can't actually find information about this team or how to report bias on the Dartmouth website. We only knew about this Team from the [IDE's campus initiatives](#) list and confirmation from an undergraduate student.
  - C. Dartmouth College currently lacks an ombuds office; Info on the current (as of Feb. 2021) effort led by the Graduate Student Council to reinstate it is [here](#)
  - D. Options for other types of complaints:
    1. [Dartmouth Risk and Internal Controls Services](#) - offers EthicsPoint [online reporting hotline](#) (third party company) for "suspected violations of law or Dartmouth policy"
      - a) [Video](#) explaining what happens to your report filed through the EthicsPoint hotline
    2. [Dartmouth Title IX Office](#) - For sexual and gender-based harassment, assault, and discrimination
    3. [Dartmouth College Safety and Security](#) - For reporting criminal and hazardous activity (can [submit anonymous report](#))
    4. Supervisor or Division Head
    5. HR (specifically, HR consultant)
- II. Dartmouth Earth Sciences (EARS) Department
  - A. [EARS Diversity committee](#) has a Code of Conduct in progress and is referenced at the bottom of this document
- III. EARS Lab groups
  - A. No lab groups represented by meeting pod-members had specific reporting policies or procedures

## Analysis of Dartmouth's Equal Opportunity Grievance Policies

- Reporting is confusing, difficult, and could feel unsafe
  - The link to begin the [Equal Opportunity Grievance](#) process from [the IDE's webpage](#) is broken...
  - Dartmouth's Non-discrimination policy is very broad and provides no examples of specific actions that can fall under racial and color discrimination
    - It is unclear whether less overt acts of racism (eg microaggressions and bias) would/could be handled via these policies
  - There are multiple procedures depending on who (student vs employee etc.) files the grievance and who the grievance is against
    - When students and faculty are involved in grievances, deans handle the proceedings (including choosing Hearing Review Committee members in student cases)
  - No specific examples of possible solutions are provided by the [description of procedures](#) which can make it hard for a grievant to decide to report
  - No anonymity
  - Policies do not detail who will have access to reports and records
- Institutional accountability is lacking
  - The IDE office does not release public (or easily accessible) reports on numbers of incidents and reports each year the way the Title IX office does
  - Opportunities for community members to participate in policy reviews or to request policy changes are not apparent

## Analysis of EARS Code of Conduct (in progress) Policies

- At this time EARS faculty are drafting a department Code of Conduct (no formal link available yet)
- For department-level complaints and concerns, there are designated tenured faculty members for different groups within the department (undergrads, grad students, postdocs, staff, etc) to report to and who will facilitate resolutions
- EARS Diversity Committee does have an [anonymous suggestion feature on the EARS website](#), which is explicitly not encouraged to be used as a reporting mechanism
  - It is unclear who reads submitted suggestions and how they will be handled

## Action items and follow ups:

- Each pod member will be encouraged to [sign the petition](#) to reinstate the position of ombudsperson at Dartmouth, which has been vacant since 2017
- In general pod members discussed the difficulty in remembering, finding, and navigating the appropriate offices to handle different types of incidents. To address this issue we propose:
  - Drafting a reference list of all the relevant offices at Dartmouth for different types of incidents and posting on the EARS website/distributing to offices/posting in the department
  - The Department of Earth Sciences at Dartmouth is currently crafting a code of conduct to be posted on the website, plan to include this reference list as well

- Contact Dartmouth IDE to fix the link for submitting an Equal Opportunity Grievance and inquire about any reports keeping track of grievances (IDE reach out assigned to Beverly)
- Contact Dartmouth IDE/OPAL to find out info/website for Bias Impact Response Team (OPAL reach out assigned to Bailey)
- Follow up with Department Chair (Bob Hawley) and Diversity Committee Chair (Xiahong Feng) as to what the repercussions are for anonymous reporting on the Dartmouth EARS diversity committee website - it is currently unclear who is reading the complaints and what will happen to those complaints
- Following up on this session's [Inclusivity Tip](#) by Dakota Lane: each pod member will be encouraged to include their pronouns in email signatures, Zoom screen names and/or anywhere applicable