

URGE

Unlearning Racism in Geoscience



THE OHIO STATE UNIVERSITY

URGE Complaints and Reporting Policy for The Ohio State University

This is what was found by Byrd/SES Pod at The Ohio State University on policies for handling complaints, the reporting process, resources, and possible outcomes.

- **The link(s) to the reporting policy at our organization are here:**
 - ⚡ [OSU Nondiscrimination/Harassment Policy](#); - Ohio State University Policies
 - ⚡ [SES Code of Conduct](#); - School of Earth Sciences Policies
 - ⚡ Are reporting policies regularly reviewed? What is the process for changing policy?
 - “This policy and the associated procedures will be revised by a working group comprised of OIE, the Office of Academic Affairs, the Office of Human Resources, the Office of Legal Affairs, and the Office of Student Life.” - [OSU Nondiscrimination/Harassment Policy](#)
 - ⚡ Are the rates of reporting made publicly available (e.g. # of reports each year)?
 - [Office of the Ombuds](#) releases annual reports of interactions; Crime statistics are reported by [Department of Public Safety](#) under the Clery Act
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - ⚡ Who are the designated individuals/positions for reporting incidents?
 - Informal mediation through [Office of the Ombuds](#) for faculty and graduate students
 - Formal reporting through Office of Institutional Equity (specifically “associate VP of OIE or designee”) is responsible for receiving and processing complaints according to university policy ([Nondiscrimination/Harassment VIII A\(1\)](#))
 - ⚡ Can reports be made online? Where? **Yes**, [BART](#) ; [OIE](#); [HR Workplace Complaint](#)
Anonymously? **Yes**: [Anonymous Reporting Line](#)
 - ⚡ Who do in-person and online reports go to? Who has access to see reports?
 - All reports related to harassment or discrimination are funneled to OIE
 - ⚡ Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? **Unclear**
- **What are the outcomes or consequences for reported individuals?**
 - ⚡ Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
 - “Disciplinary corrective actions include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination, and other appropriate corrective actions.”

- “Remedial measures [e.g., providing training, increasing security, changing policy, conducting climate checks] may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of a policy violation.”
 - ∅ Who decides the outcomes/consequences? [OIE](#) What is the process?
 - Initial assessment, informal resolution, other resolutions involving educational conversation/informal coaching, investigative resolution
 - “In cases involving staff, any subsequent corrective action will be implemented by the employee’s supervisor, Employee and Labor Relations, and/or other Human Resources professional as appropriate.”
 - “In cases involving faculty, formal misconduct complaints regarding policy violations or other inappropriate behavior must be pursued through the University Faculty Rule 3335-5-04 process, and non-disciplinary measures may be implemented by the faculty member’s chair or dean if appropriate.”
 - ∅ Are reports tracked? **Yes/No** How are they tracked? By who?
 - Cases likely tracked by OIE, but this is unclear
 - ∅ Are repeated complaints escalated to a disciplinary board? What is the process?
 - “The investigator and/or the resolutions officer will review, if available, any information related to prior misconduct if relevant and probative to the alleged conduct at issue, such as that it demonstrates a pattern of behavior. In such circumstances, the prior information may be used as evidence in the investigative resolution process.” - [Investigative Resolution Standards](#)
- **What resources are available for individuals reporting?**
 - ∅ Counselors or advocates, especially those of the same race, ethnicity, and gender.
 - For students: [Counseling and Consultation Services](#), [Student Advocacy Center](#)
 - For employees: [Employee Assistance Program](#)
 - ∅ Automatic or requested investigation of potential impact on grades or evaluations. **Unclear**
 - ∅ Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment.
 - [Whistleblower policy](#)
 - Supportive Measures for complainants and respondents will be assessed on a case-by-case basis depending on the circumstances and may include: no contact, referral to appropriate campus/community services, deadline extensions, modified work/class schedules/work locations/reporting relationships, leave requests, academic petition, safety planning, information about protective orders, removal of third-party visitor/participant/contractor, etc. - [Investigative Resolution Standards](#)
- **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. What is the follow-up process for town halls and meetings?
- ∅ Working groups or committees with power to change or propose changes to policy.
 - [Task Force on Racism and Racial Inequities](#)
- ∅ Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
- ∅ Leadership proactively asks students and/or staff for input on how to improve.