



Unlearning Racism in Geoscience

Center for Atmosphere Ocean Science at NYU (CAOS-NYU) URGE

URGE Complaints and Reporting Policy for University/Organization

This is a summary of the complaints/reporting policy at CAOS, which is part of the Mathematics Dept of New York University. In brief, few formal structures for complaints/reporting exist at the group or departmental level, but substantial structures exist at the university level.

- **General links dealing with university policies**
 - https://cims.nyu.edu/resources/for_students.html Resources link for the students in the math dept, but makes no mention of complaints/reporting procedure.
 - NYU sites:
 - <https://www.nyu.edu/students/student-diversity---inclusion.html>
 - <https://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/student-grievance-procedure.html>
 - <https://www.nyu.edu/students/health-and-wellness/wellness-exchange/sexual-assault-prevention-and-response.html>
 - <https://www.nyu.edu/life/safety-health-wellness/sexual-respect/policies-and-announcements.html> This sites includes regular campus climate surveys on sexual misconduct statistics.
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - At the departmental level all *academic* concerns are addressed to the director of graduate studies. At university level the Office of Equal Opportunity deals with all other complaints.
 - Can reports be made online? **Yes** Anonymously? **No**
 - <https://www.nyu.edu/about/policies-guidelines-compliance/equal-opportunity/title9/reporting-and-resources/reporting-options.html>
 - All interactions and reports are confidential. Unclear about police involvement.
- **What are the outcomes or consequences for reported individuals?**
 - “Experienced administrators in the Office of Equal Opportunity (OEO) receive and assess reports, and then help facilitate responses, which may include referral to another University school or unit, or investigation if warranted according to the University's existing Non-Discrimination and Anti-Harassment Policy.”
 - Unclear who decides cases.
 - Are reports tracked? **Yes**, Unclear about what happens to repeat reports.
- **What resources are available for individuals reporting?**
 - Counseling is widely available, unclear about race/gender match of counselors.
 - Guidelines are in place for protection against retaliation.
- **What resources are available to groups raising issues or proposing changes?**
 - There are no obvious structure for petitions etc. Issues can be raised informally quite easily, but effecting change requires buy-in from the university leadership.
 - Not aware of any specific cultural surveys. There is an annual feedback session for graduate students to raise academic and other issues with the Department.