

Our pod is a group of academics with various positions and at various institutions. This is a report concerning the policies at Indiana University and what is available from the Earth and Atmospheric Sciences Department. The department hosts a page dedicated to Diversity, Equity, and Inclusion with links to the university policies and procedures.

IU POLICIES AVAILABILITY/;

<https://studentcode.iu.edu/procedures/bloomington/complaints/index.html>

The current version of reporting policies was put in place in 2009. It does not appear that they update frequently, though they may be reviewed.

Reporting rates are not readily available.

REPORTING:

Complaints go to the immediate supervisor of the subject of the complaint. The administrative officer will discuss the matter with both parties individually and, if appropriate, will attempt to bring both parties together to discuss the matter. If a resolution is not reached, the complaint goes to a grievance council for a formal hearing.

Anonymous reports may be made through EthicsPoint, the link is available here: <https://earth.indiana.edu/about/diversity.html> . Formal complaints may be submitted to the immediate administrative officer of the subject of the complaint. Complaints may also be filed by the Office of Institutional Equity.

Complaints go to a grievance council if the administrative officer cannot achieve a solution. The grievance council hears the facts of the case and determines whether or not to proceed with a hearing. Names of the grievance council are not publicly listed.

I do not believe that police are automatically involved in the process.

OUTCOMES:

There are 8 possible outcomes listed that range from a written reprimand to immediate dismissal. Contents of the case may be considered for faculty tenure decisions, promotions, and salary. Probationary periods are also possible. The grievance council considers possible sanctions and requires a majority vote.

I do not see information on reports being tracked.

I do not have explicit information about repeated incidents, though a report of all grievances must be made by a presiding officer and that information is retained for future decisions.

RESOURCES

The University provides grievance support to “professional staff” involved with the grievance process.

Students are offered support from the Office of Student Advocates.

GROUPS RAISING ISSUES

Groups raising complaints against members of the University are required to file a formal complaint to the Dean of Students. Before submitting the complaint the group must pass a resolution authorizing its highest officer to submit the complaint.

Information regarding petitions or other ways to affect change is not readily available.

Within the department of Earth and Atmospheric Sciences, a Diversity, Equity, and Inclusion Committee exists for the purpose of evaluating progress and developing initiatives aimed at creating a more equitable and inclusive environment. This group consists of faculty, staff, and student representatives.