

URGE

Unlearning Racism in Geoscience



URGE Complaints and Reporting Policy for Lehigh University

This is what was found by EES@Lehigh at Lehigh University 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:**
 - University Procedure to Report <https://www1.lehigh.edu/about/report-a-concern>
 - University Ombuds Office: <https://www1.lehigh.edu/ombuds>
 - There are two university ombuds people (one of them is on the URGE Pod and has helped us understand the role better)
 - EOCC Office: <https://eocc.lehigh.edu/>
 - Are the rates of reporting made publicly available (e.g. # of reports each year)? The EOCC has annual reports posted here <https://eocc.lehigh.edu/annual-reports>
 - FAQ about reporting
<https://eocc.lehigh.edu/faqs-faculty-and-staffpolicy-harassment-non-discrimination#:~:text=If%20you%20would%20like%20more,at%20eocc%40lehigh.edu>
 - Combatting Sexual Assault and Gender Violence
<https://www2.lehigh.edu/student-life/combating-sexual-assault-and-gender-violence>
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - Who are the designated individuals/positions for reporting incidents? Link above
 - Can reports be made online? Where? Yes, <https://www1.lehigh.edu/about/report-a-concern> Anonymously? Yes
 - Who do in-person and online reports go to? Who has access to see reports?
 - Title IX coordinator/EOCC Office



Unlearning Racism in Geoscience

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
 - Whether police are involved depends on the complaint. Lehigh Police has been going through a review of policies to increase anti-racism and de-escalation and has had some information and listening sessions.
- **What are the outcomes or consequences for reported individuals?**
 - Consequences seem to depend on the issue(s) and how severe they are and how they were reported. Formal reports go through EOCC, other options include department chair, Ombuds Office. We will look further into patterns of outcomes and consequences.
- **What resources are available for individuals reporting?**
 - Access to counseling center, several highly effective offices that support affinity groups, but not in a counseling role.
 - Retaliation is not permitted
 - More research will be done to investigate detailed resources and policies
- ***What resources are available to groups raising issues or proposing changes?***
 - Student activism has been helpful in the past
 - There is a Standing committee, the Committee for Equity and Community (CEC) <https://www1.lehigh.edu/diversity/cec>
 - Lehigh has a regular climate survey, results are shared.