DEPARTMENT OF GEOSCIENCES

Complaints and Reporting Policy for the Department of Geosciences

This information was compiled by GeoFIDE at Auburn 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.

1. **The link(s) to the reporting policy at our organization:**
   - Link - University Policies—**We have none!**
   - Link - Department Policies—**We have none!**
   - ➤ Questions to consider: Are reporting policies regularly reviewed?
   - ➤ What is the process for changing policy?
   - ➤ Are the rates of reporting made publicly available (e.g. # of reports each year)?

2. **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
   - **Title IX Office**-
     - http://auburn.edu/administration/aaeeo/title-ix/
   - **Auburn University Bias Education and Response Team** (BERT)-
     - http://studentaffairs.auburn.edu/bert/submit-a-report-of-bias/
   - **Auburn Police**
     - https://www.auburn.edu/administration/campus-safety/
   - **GeoFIDE Contact Us**
     - http://auburn.edu/cosam/geofide/contactus.htm
   - ➤ Questions to consider: Who are the designated individuals/positions for reporting incidents?
   - ➤ Can reports be made online? Where? Yes/No, Link Anonymously? Yes/No
   - ➤ Who do in-person and online reports go to? Who has access to see reports? Names and/or positions or "Not publicly listed/Unknown"
   - ➤ Are **police** included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?

3. **What are the outcomes or consequences for reported individuals?**
   - Advocates and Allies Workshop for male faculty
   - ➤ Questions to consider: Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
   - ➤ Who decides the outcomes/consequences? What is the process?
   - ➤ Are reports tracked? Yes/No How are they tracked? By whom?
   - ➤ Are repeated complaints escalated to a disciplinary board? What is the process?

4. **What resources are available for individuals reporting?**
   - Office Inclusion, Equity and Diversity

- o http://www.auburn.edu/cosam/departments/diversity/
- ➢ Questions to consider: Are there counselors or advocates, especially those of the same race, ethnicity, and gender?
- ➢ Automatic or requested investigation of potential impact on grades or evaluations?
- ➢ Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment?

5. **What resources are available to groups raising issues or proposing changes?**
   - Office Inclusion, Equity and Diversity
     - o http://www.auburn.edu/cosam/departments/diversity/
   - GeoFIDE-
     - o http://auburn.edu/cosam/geofide/index.htm#
   - ➢ Questions to consider: 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**.
   - ➢ 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.