
URGE Complaints and Reporting Policy for University/Organization

This is what was found by GSO/URI Making Waves on policies for handling complaints, the reporting process, resources, and possible outcomes.

- **The link to the reporting policy at our organization are here:**
 - <https://web.uri.edu/affirmativeaction/discrimination/complaint-procedures/> - University of Rhode Island Affirmative Action Policies.
 - From the documentation: 'All Faculty and any Staff who supervise one or more employees are responsible employees, AND as such are obligated to report all actual, suspected or alleged incidents of sexual harassment and sexual violence which are reported to them, or of which they become aware, using the on-line Responsible Employee Incident Report Form. URI Student Health Services, URI Counseling Center and Pastoral/Chaplain Services are exempt.'
 - Reporting requires first a phone call then mailing Incident Report form <https://web.uri.edu/affirmativeaction/discrimination/reporting/>
 - Affirmative Action: the Institution/OPC will make all reasonable efforts to honor requests for confidentiality, to the extent permitted by law."
 - Each year an affirmative action plan is created, signed by URI administration and posted here: <https://web.uri.edu/affirmativeaction/affirmative-action/> The most recent plan is for 2018-2019

- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - A Bias Resource Team exists. From the website: 'The Bias Resource Team (BRT) is an interdisciplinary group comprised of URI staff and faculty. The BRT reviews information about reported bias incidents and refers campus resources to those who have witnessed or experienced an act of bias. The Bias Resource Team also tracks trends and shares information with appropriate departments to address these concerns. The Bias Response Team does not adjudicate student conduct code violations, affirmative action cases, or issues of state or federal law.'
 - Reports be made online? Yes through <https://web.uri.edu/brt/> and can be anonymous.

- **What are the outcomes or consequences for reported individuals?**
 - The process for complaints is outlined here: <https://web.uri.edu/affirmativeaction/discrimination/investigation-process/>
 - For the Bias Reports: `BRT members will review your case and inform appropriate parties to address your concern. When contact information is provided, the BRT will review your options and connect you with campus resources that best

suit your needs. Any member of the BRT can answer questions regarding the bias report form and campus resources.'

- Outcomes are also tabulated in the Affirmative Action Plan:

<https://web.uri.edu/affirmativeaction/affirmative-action/>

- **What resources are available for individuals reporting?**

- Counseling Center
- Health Services
- The Women's Center
- CEPS Dept. of Student Services
- Multicultural Student Services Center
- Gender and Sexuality Center
- Community Equity and Diversity

- **What resources are available to groups raising issues or proposing changes?**

- Issues can be brought to the attention of the Faculty Senate.
- Several diversity committees exist on the college and university level.
- A cultural survey will be conducted in Spring 2021.
- The University has an Equity Council. The URI University Manual states that the Equity council is a university-wide advisory and advocacy group for issues of diversity and equity for the entire university community. Its purpose is to provide a forum for university individuals, groups, committees, commissions and offices that are active in university diversity and equity issues and to make recommendations to the President and the Chief Diversity Officer.' Meetings nominally monthly and are open to the community.