

## URGE Complaints and Reporting Policy for MARS

MARS glaciology pod encompasses students and faculty from multiple institutions with a middle(ish) America focus. In our discussions we found that establishing clear reporting guidelines with accountability that cross institutional boundaries is difficult. We decided to focus on reporting and guidelines within NSF polar programs and AGU. We invited Paul Cutler, a program manager from NSF to attend our Pod meeting for Session 6 and we invited Robin Bell, president of AGU to attend our pod meetings.

- **The link(s) to the reporting policy at our organization are here:**
  - We are still working on this part of the deliverable and hope to learn more about NSF reporting
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  - There is little available, but we decided to make our own anonymous online reporting tool to survey participants about field work and experiences at conferences (<https://cryoscilisten.weebly.com/>)
  - Currently only pod members have access to the report and finding a “home” or institution that can act on reports is one of our goals. This might be NSF, AGU or IGS or all three.
  - We don’t have a process or accountability at the moment so we don’t involve police
- **What are the outcomes or consequences for reported individuals?**
  - This is an area where we are stuck and haven’t been able to make progress yet
  - We don’t have accountability, but we discussed reforming institutions so that awards at all levels incorporate a demonstrated level of commitment to anti-racism activities. Currently, we reward and value publications, citations and grant funding with little emphasis on our legacy in anti-racism activities. Refocusing awards so that they explicitly include commitment to making our community better could encourage broader community participation.
- **What resources are available for individuals reporting?**
  - We don’t have anything formal yet and considered informal networks that can, at least, minimize harm.
- **What resources are available to groups raising issues or proposing changes?**
  - The ITGC community provides one example in the form of annual anonymous surveys we would like to provide similar functionality, but don’t have a clear idea of who would have access to the survey or who would be empowered to take action.