Miami Complaints and Reporting Policy Deliverable

This is what was found by Miami University Pod at Miami 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 Miami University are here:**

  - [Duty to Report policy](#), Miami University

  - Review: This policy is reviewed annually, and was most recently amended 09/2020. The next review date is 07/01/2021. The reviewing bodies are the Associate Vice President for Human Resources, Assistant Provost for Academic Personnel, University Senate, Director of Equity and Equal Opportunity, and Vice President for Diversity and Inclusion

  - Reporting rates: unknown

- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**

  - Who are the designated individuals/positions for reporting incidents? Anyone with a valid Miami University User ID may submit a Bias Incident Report (see link below). Some members of the Miami University community are required to report incidents, per the Duty to Report policy above:

    "All employees who become aware of alleged protected-class discrimination or harassment as defined in this policy are required to report it to the Office of Equity and Equal Opportunity. This includes administrators, supervisors, managers, faculty and staff.

    Graduate assistants, resident assistants (RAs), orientation leaders (SOULS) and student managers in Campus Services are also required to report."

  - Online Reporting Available: [Bias Incident Reporting](#) Not anonymous (institutional login required), although reports are said to be "held confidential to the extent allowed by law".

  - Who do in-person and online reports go to? Who has access to see reports?

  Office of Equity and Equal Opportunity (OEEO)

  - Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? Miami University Police may be involved if the recipients of the report suspect someone is in danger. "Should a report indicate or imply that the user or someone else is in danger, the report will be turned over to appropriate Miami University personnel."

- **What are the outcomes or consequences for reported individuals?**

  ○ Follow-up by supervisor, training (bias, etc.), disciplinary action, termination? Unknown.

  ○ Who decides the outcomes/consequences? What is the process? The reporter may use checkboxes to indicate desired outcome(s). Options are: Counseling; Conversation with the Dean of Students; Conversation with the V.P. for Diversity and Inclusion; Facilitated dialog[sic]; Record of the incident; Other: [space to enter text]

  ○ Are reports tracked? How are they tracked? By who? Unknown at this time (MS will follow up with OEEO)

  ○ Are repeated complaints escalated to a disciplinary board? What is the process? Unknown at this time (MS will follow up with OEEO)

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

  ○ Counselors or advocates, especially those of the same race, ethnicity, and gender. Unknown at this time (MS will follow up with OEEO)

  ○ Automatic or requested investigation of potential impact on grades or evaluations. Unknown at this time (MS will follow up with OEEO)

  ○ Protection against retaliation or repercussions, accomodations for continuing work/courses, option for pass/fail or outside assessment. Unknown at this time (MS will follow up with OEEO)

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

  ○ 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? Unknown at this time (MS will follow up with OEEO)

  ○ Working groups or committees with power to change or propose changes to policy. DEI Task Force established in June 2020 made recommendations available [here](#).

  ○ Cultural surveys, regular or only after wide-spread reports or high-profile incidents? Regularity and motivations unknown. Miami University Campus Climate Survey conducted in 2017 by Rankin & Associates; more information and links to resulting reports available [here](#).

  ○ Leadership proactively asks students and/or staff for input on how to improve. Unknown at this time; MS will follow up.