

URGE

Unlearning Racism in Geoscience

URGE Complaints and Reporting Policy for University/Organization - Example Deliverable

This is what was found by MARN POD at the University of Connecticut Department of Marine Sciences 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 link for bias reporting: <https://dos.uconn.edu/bias-reporting-2/>
 - Department of Marine Sciences- depending on issue:
 - Talk to head of the department
 - Graduate Student Liaison:
 - Dr. Penny Vlahos
 - Email: penny.vlahos@uconn.edu
 - Are reporting policies regularly reviewed? What is the process for changing policy?
 - University: yearly
 - Are the rates of reporting made publicly available (e.g. # of reports each year)?
 - No.
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - Who are the designated individuals/positions for reporting incidents?
 - At Avery Point: **Noemi Maldonado Picardi, Interim Director of Student Services, Webex: <https://uconn-cmr.webex.com/meet/nom98001> Schedule an appointment: nexus.uconn.edu**
 - Can reports be made online? Where? Yes at:
 - https://cm.maxient.com/reportingform.php?UnivofConnecticut&layout_id=32
 - Form can also be accessed from: <https://diversity.uconn.edu>
 - Anonymously? Yes
 - Who do in-person and online reports go to? Who has access to see reports?
 - In-person reports: Not listed but assuming a similar process to online reports.
 - Online reports: Not publicly listed but the reports are reviewed by the Office of Community Standards and the UCONN Police Department. Reviewed within 24 hours.
 - Report access: any of the following offices- “Dean of Students Office, UConn Police Department or the State Police, Community Standards, Graduate Student & Postdoctoral Affairs (The Graduate School),



Unlearning Racism in Geoscience

Office of Institutional Equity, Office for Diversity and Inclusion, Assistant Vice President for Student Affairs (AVPSA), via other relevant staff members. Incidents may also be reported to Residential Life, Cultural Centers, or student organization advisors. Staff in these areas should report the incident to their supervisors.”

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
 - They can be, depending on the incident.

- **What are the outcomes or consequences for reported individuals?**
 - Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
 - Training provided- the website is very vague on this subject.
 - Who decides the outcomes/consequences? What is the process?
 - Unclear- it sounds like the Dean of Students is the office that decides the outcomes of complaint reports.
 - Are reports tracked? No How are they tracked? By who?
 - Are repeated complaints escalated to a disciplinary board? What is the process?
 - Unsure.

- **What resources are available for individuals reporting?**
 - Yes, varies on the level of incident. More information can be found at: <https://inform.uconn.edu/support-offices-and-departments/>
 - Interim actions to protect the reporter: no contact orders, temporary residential relocations, loss of recognition and academic support.

- **What resources are available to groups raising issues or proposing changes?**
 - Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
 - The Department of Marine Sciences implemented a climate survey in Fall 2020 and the report is currently in review and not tied to any reported incidents.
 - University level is unclear.