

URGE

Unlearning Racism in Geoscience



UNIVERSITY OF
NORTHERN
COLORADO

URGE Complaints and Reporting Policy for University of Northern Colorado

This is what was found by Earth and Atmospheric Sciences at University of Northern Colorado 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:**
 - <https://www.unco.edu/dean-of-students/share-concern.aspx> - Report a Concern; university level report that gets routed to Dean of Students and Title IX investigation.
 - <https://www.unco.edu/natural-health-sciences/advising/> - Unofficial reporting and a place for resources; more resources/student support and student probation.
 - Are the rates of reporting made publicly available (e.g. # of reports each year)? **None found.**
 - Are reporting policies regularly reviewed? What is the process for changing policy? **This is currently being reviewed now and a new process being developed.**
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - 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? **Goes to Dean of Students and Title IX Officers; see above links**
 - Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? **Title IX investigation starts and protocols follow Title IX**
- **What are the outcomes or consequences for reported individuals?**
 - **Currently there is no process other than Title IX (officially). The Equity and Inclusion, Dean of Students, and Title IX folks do their best to act as mediators, but there is no process beyond enforcing Title IX and Student Code of Conduct. There is no department or college level protocol. <https://www.unco.edu/community-standards/students.aspx>**
 - **Here is the protocol :**
 - Community Standards and Conflict Resolution receives a report and assigns a Hearing Officer to the case. Community Standards and Conflict Resolution may



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receive information from several sources including local and university law enforcement agencies, UNC community members, other universities and colleges, and additional individuals or agencies. The office reviews this information and determines whether or not the reported behavior may violate the BEAR Code.

- The Hearing Officer reviews the report, generates and e-mails hearing notice to student. All hearing notices are sent to the student's official University of Northern Colorado e-mail (Bearmail) account. The hearing notice outlines what provision of the BEAR Code the student allegedly violated, information on their scheduled meeting time and location, and their rights and responsibilities in the hearing.
- The hearing is a time for the student to respond to the alleged violations of the BEAR Code. The student has the right to have an advisor present at the hearing.
- Additional investigation and follow-up may occur if necessary. This may include contacting witnesses, police officers, business owners, and others who may have information on the incident.
- The student is found responsible or not responsible for violating the BEAR Code. A letter outlining the Hearing Officer's decision is e-mailed to the student's Bearmail account.
- If the student is found responsible for violating the BEAR Code, outcomes (sanctions, educational conditions, and restrictions) may be assigned. Outcomes may include, but are not limited to, alcohol and/or drug education classes, involvement/attendance at UNC events, community service, and research/reflection papers, probation, suspension, and in extreme cases, expulsion.
- Students may have an opportunity to appeal the decision/outcomes. The appeal must be submitted by the deadline specified in the decision letter and must comply with the other requirements of the BEAR Code.
- Student completes outcomes. It is the student's responsibility to complete outcomes and to provide proof of completion to our office by the due date in the decision letter.
- Conduct records will be retained and may be reviewed. With the exception of cases in which the university has federally mandated reporting requirements and cases involving probation, suspension, or expulsion, records will be kept until the student has graduated from or permanently withdrawn from the university. Every student may review, upon request, all non-confidential contents of his/her conduct file, to the extent permitted by law and University policy.



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- **What resources are available for individuals reporting?**
 - None that I could find
- **What resources are available to groups raising issues or proposing changes?**
 - In recent years, there are movements on campus to improve these dialogues. Right now, processes are very “straight to the top.” I met with our Share a Concern team (Title IX, Student Conduct, and Chief Diversity Officer and Associate Vice President of Student Affairs on 3/4/3021). The updated me about momentum to change policies.
 - Formalizing a Facilitative Conversation protocol where students and/or faculty could report at a level below Dean of Students or Title IX. Building a team of trained mediators who would act as independent conflict resolution officers. Currently, if something doesn’t count as “harassment” it still gets dealt with by Title IX staff, but it has been escalated.
 - No resources linked on Department or College websites.
 - New process (restorative justice) is scheduled to launch fall 2022. Emphasis on non-mandatory conflict resolution, education, but also accountability.
 - Just like racism, little way to deal with sexism, plagiarism, mental health, substance abuse etc. beyond going to the highest level of investigation. Little support for students or faculty of color in STEM disciplines.