



The UNH Leitzel Center investigated 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. While in the process of collecting information for this deliverable, a new reporting system and webpage was launched.

Reporting Policies and Incident Reporting:

With the recent hire of an Associate Vice President for Community, Equity and Diversity, the University of New Hampshire is in the process of change around discrimination policies and reporting, along with other efforts in the areas of diversity, equity and inclusion. There is now (as of February 23, 2021) a top-level link with a simplified Incident Reporting form with links to all the UNH policies. The launch site is:

https://usnh.ethicspointvp.com/custom/usnh/forms/mgr/form_data.asp.

An accompanying [FAQ](#) further explains who will access the information and how to follow an incident as it is processed through the reporting system. Anyone can report an incident through this online form, and anonymous reports are accepted. You can also report an incident by calling the Affirmative Action & Equity Office. The AA&EO office assigns a case manager who will work with the departments and individuals to “respond to the concerns” in the report. Details on what information will be shared and with who is detailed in the FAQ document. The Incident Reporting page includes a Resources drop-down list.

Along with the top level page for [Community, Equity and Diversity](#), the University also has a page for [Affirmative Action and Equity](#). Through this page, community members can find a “Bias Response Protocol Pilot Executive Summary” marked as DRAFT (2018) and UNH community members (with a log-in) can find reports on incidents of discrimination. There is no easy way to see what has changed or the current status. Campus crime statistics are sent out annually as required (Cleary Act).

Resources available to groups raising issues or proposing changes:

In 2019, UNH conducted a Climate Survey and the results are posted [here](#) but we could not locate a plan to conduct another in the future. The University's Diversity, Equity and Inclusion Strategic Initiatives are listed [here](#). There are two groups listed under the Community, Equity and Diversity pages: [University Commission on Community, Equity and Diversity](#) (no listing of members) and the [Inclusion Council](#) (members listed). Other than the Incident Reporting and knowing the names of the Inclusion Council, there are no obvious ways to share ideas. There is a "[Work in Progress](#)" Excel spreadsheet with current DEI efforts which is organized by department or sub-organization (on the Strategic Initiatives page) which indicates that center and department level work may be a recognized way to share internal work with broader implications for the community.

The Leitzel Center does not have any additional policies that supersede or are in parallel with these sites and policies.