

# URGE

## Unlearning Racism in Geoscience

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

This is what was found by the **Department of Geoscience D+I Pod** at University of Wisconsin-Madison 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.

Particular details/answers from our pod are in italics below.

- **The link(s) to the reporting policy at our organization are here:**
  - [Link](#) - Organization, Company, University Policies
    - *A clear gap here is that these reporting systems are built for UW Madison students. There doesn't seem to be a parallel system for faculty or staff who would like to report incidents? Some pages talk about this reporting system being open to faculty and staff, but the page itself is very student oriented.*
  - Department, Lab, Division, Advisor or Supervisor Policies
    - *The UW Department of Geoscience D+I Committee is in the process of creating a Code of Conduct for our community.*
  - Are reporting policies regularly reviewed? What is the process for changing policy?
    - *The Departmental Code of Conduct will be reviewed annually. The review process for the UW policy is not clear.*
  - Are the rates of reporting made publicly available (e.g. # of reports each year)?
    - *At a departmental level, no. At the University level, this website reports data on incidents - <https://doso.students.wisc.edu/facts-statistics/>*
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  - *NOTE - these answers are for the University-level mechanisms which is what our Departmental Code of Conduct points to.*
  - Who are the designated individuals/positions for reporting incidents?
    - *The Dean of Students Office and the UW Bias Response and Advocacy Coordinator*
  - 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?
    - *Here is a [link](#) to the process. Reports are made public.*
  - Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
    - *The UW Police Department may be involved. There are not details about the supports for a reporter in this part of the process.*



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- **What are the outcomes or consequences for reported individuals?**
  - *UW Madison responses for students are on [this](#) page.*
  - Who decides the outcomes/consequences? What is the process?
    - *The Dean of Students Office*
  - Are reports tracked? **Yes/No** How are they tracked? By who?
    - *The Dean of Students Office tracks these details. Specifics as to whose responsibility this is aren't publicly available.*
  - Are repeated complaints escalated to a disciplinary board? What is the process?
    - *This is not clear from what is publicly available.*
- **What resources are available for individuals reporting?**
  - Counselors or advocates, especially those of the same race, ethnicity, and gender.
    - *[These](#) are partners on campus to help with reporting, counsel and advocate for reporters.*
  - Other resources are yet unknown. An email to inquire about other resources was sent to the Dean of Students office and has not yet been responded to.
- **What resources are available to groups raising issues or proposing changes?**
  - Unknown.
  - A campus climate survey was conducted in 2016 - the action items and recommendations from that are found [here](#).