An Analysis of Complaints and Reporting Policies within Dartmouth College and the Earth Sciences Department

Drafted February 12, 2021

This is what was found by Dartmouth Earth Sciences Pod at Dartmouth College on policies for handling complaints, the reporting process, resources, and possible outcomes.

Overview of possible paths for race-related complaints at Dartmouth College

I. Dartmouth College
   A. Dartmouth Office of Institutional Diversity & Equity handles racial discrimination complaints that violate Dartmouth’s “Notice of Nondiscrimination” according to Equal Opportunity Grievance procedures
      1. Consultation with IDE rep* or Human Resources Consultant are suggested as preliminary pathways for resolution according to Grievance filing procedures
         a) *IDE rep currently (as of February 2021) refers to any IDE employee; If in the future IDE has someone in the EEO/Affirmative Action role, that would be the most appropriate IDE rep to contact
      2. Note: As of February 2021, the most up to date policy for Equal Opportunity Grievances is found on Dartmouth’s policy webpage and not the IDE office webpage
         a) Hopefully the IDE webpage will be updated in Summer 2021 when new IDE director arrives
   B. Achieving Community Together (formerly known as Bias Impact Response Team (BIRT)) - for helping community members report bias activity
      1. Reports are filed via this online form
   C. Dartmouth College currently lacks an ombuds office; Info on the current (as of Feb. 2021) effort led by the Graduate Student Council to reinstate it is here
   D. Options for other types of complaints:
      1. Dartmouth Risk and Internal Controls Services - offers EthicsPoint online reporting hotline (third party company) for “suspected violations of law or Dartmouth policy”
         a) Video explaining what happens to your report filed through the EthicsPoint hotline
      2. Dartmouth Title IX Office - For sexual and gender-based harassment, assault, and discrimination
      3. Dartmouth College Safety and Security - For reporting criminal and hazardous activity (can submit anonymous report)
      4. Supervisor or Division Head
      5. HR (specifically, HR consultant)
E. A summary of various reporting avenues available for different types of concerns (not limited to race-related incidents)

II. Dartmouth Earth Sciences (EARS) Department
   A. EARS Diversity committee has a Code of Conduct in progress and is referenced at the bottom of this document

III. EARS Lab groups
   A. No lab groups represented by meeting pod-members had specific reporting policies or procedures

Analysis of Dartmouth’s Equal Opportunity Grievance Policies
- Reporting is confusing, difficult, and could feel unsafe
  - The link to begin the Equal Opportunity Grievance process from the IDE’s webpage is broken…
  - Dartmouth’s Non-discrimination policy is very broad and provides no examples of specific actions that can fall under racial and color discrimination
    - It is unclear whether less overt acts of racism (e.g., microaggressions and bias) would/could be handled via these policies
  - There are multiple procedures depending on who (student vs employee etc.) files the grievance and who the grievance is against
    - When students and faculty are involved in grievances, deans handle the proceedings (including choosing Hearing Review Committee members in student cases)
  - No specific examples of possible solutions are provided by the description of procedures which can make it hard for a grievant to decide to report
  - No anonymity
  - Policies do not detail who will have access to reports and records

- Institutional accountability is lacking
  - The IDE office does not release reports on numbers of incidents and reports each year the way the Title IX office does
  - Opportunities for community members to participate in policy reviews or to request policy changes are not apparent

Analysis of EARS Code of Conduct (in progress) Policies
- At this time EARS faculty are drafting a department Code of Conduct (no formal link available yet)
- For department-level complaints and concerns, there are designated tenured faculty members for different groups within the department (undergrads, grad students, postdocs, staff, etc) to report to and who will facilitate resolutions
- EARS Diversity Committee does have an anonymous suggestion feature on the EARS website, which is explicitly not encouraged to be used as a reporting mechanism
  - It is unclear who reads submitted suggestions and how they will be handled

Action items and follow ups:
• Each pod member will be encouraged to sign the petition to reinstate the position of ombudsperson at Dartmouth, which has been vacant since 2017
• In general pod members discussed the difficulty in remembering, finding, and navigating the appropriate offices to handle different types of incidents. To address this issue we propose:
  ○ Drafting a reference list of all the relevant offices at Dartmouth for different types of incidents and posting on the EARS website/distributing to offices/posting in the department
  ○ The Department of Earth Sciences at Dartmouth is currently crafting a code of conduct to be posted on the website, plan to include this reference list as well
• Contact Dartmouth IDE to fix the link for submitting an Equal Opportunity Grievance and inquire about any reports keeping track of grievances (IDE reach out assigned to Beverly)
• Contact Dartmouth IDE/OPAL to find out info/website for Bias Impact Response Team (OPAL reach out assigned to Bailey)
• Follow up with Department Chair (Bob Hawley) and Diversity Committee Chair (Xiahong Feng) as to what the repercussions are for anonymous reporting on the Dartmouth EARS diversity committee website - it is currently unclear who is reading the complaints and what will happen to those complaints
• Following up on this session’s Inclusivity Tip by Dakota Lane: each pod member will be encouraged to include their pronouns in email signatures, Zoom screen names and/or anywhere applicable