• This is what was found by MEB URGE Pod at University of Southern California on policies for handling complaints, the reporting process, resources, and possible outcomes.

Overview:
Formal complaints of bias, harassment by students or faculty or organizations (including sexual harassment and microaggressions), and hate crimes are made at the campus level to the USC Office of Equity and Diversity (213-740-5086, oed@usc.edu, https://eeotix.usc.edu/report/) & Title IX (213-821-8298, titleix@usc.edu). Investigative services support measures and appropriate responses are provided and any person may make a report to the Office of Equity and Diversity and TIX to request supportive measures, file a formal complaint, explore procedural options, or ask questions about University policy. Students can also discuss or report concerns as a first stop with the USC Office of the Ombuds (213-821-9556, upcombuds@usc.edu) for confidential, informal, independent and impartial assistance with resolving concerns.

There is no formal system for within-department (Biology)/section (Marine Environmental Biology) to our knowledge. Instead, students are encouraged to use resources within the section. These resources include the MEB Section Head or MBBO Director of Graduate Studies. We have drafted a Code of Conduct that summarizes the expected behavior and resources within our section and includes the resources stated above.

Our feeling is that the campus wide system is a bit convoluted and unclear when it comes to how complaints are handled, especially the black box reporting system in place for microaggressions. For example, https://usc-advocate.symplicity.com/care_report/index.php/pid757902?. Also, tracking within our section’s is not clear, and therefore identifying repeat offenses is difficult. The current formalized internal reporting system (or lack thereof) may have potential bias issues because students cannot anonymously report, and must do so to people in power that may influence career prospects; It’s likely that the internal arbitrator will have professional or personal ties to the offender; the current system does not provide support for staff such as techs and postdocs.

Institution of an internal formalized reporting system should be made. Improvements to the internal reporting system such that there is a formalized system with tracking capabilities and clearly outlined resources.
• The link(s) to the reporting policy at our organization are here:
  - https://eeotix.usc.edu/report/ - University policy

• What mechanisms are available for reporting complaints, bias
  microaggressions, harassment and overt racism?
  - Formal complaints of bias, harassment by students or faculty or organizations
    (including sexual harassment and microaggressions), and hate crimes are made
    at the campus level to the USC Office of Equity and Diversity (213-740-5086,
    oed@usc.edu, https://eeotix.usc.edu/report/) & Title IX (213-821-8298,
    titleix@usc.edu).
  - Third-party reporting system for tracking purposes:

• What are the outcomes or consequences for reported individuals?
  - On paper, outcomes are investigations, various support resources given to
    students even without filing a formal report.

• What resources are available for individuals reporting?
  - The array of resources that are made available are not explicitly clear, but on
    paper confidential resources are available to all students without making a formal
    report.

• What resources are available to groups raising issues or proposing
  changes?
  - To our knowledge, this would be the same resources available to the individual.