This is what was found by Oberlin Geology at Oberlin College 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.oberlin.edu/equity-diversity-inclusion](https://www.oberlin.edu/equity-diversity-inclusion) - Oberlin College Discrimination and Harassment Policy link is found on this site along with statements of nondiscrimination and the Title IX policy
  ○ No link available yet - Department, Lab, Division, Advisor or Supervisor Policies
    ■ Discussions in progress with office of EDI
  ○ Are reporting policies regularly reviewed? What is the process for changing policy?
    ■ Unsure if reporting policies are regularly reviewed; no process in place that we are aware of. Discussions with Office of EDI planned
  ○ Are the rates of reporting made publicly available (e.g. # of reports each year)?
    ■ Unsure if reports are made publicly available, follow up in progress.

● **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
  ○ Who are the designated individuals/positions for reporting incidents?
    ■ OEDI Director/Title IX Coordinator (Dr. Rebecca Mosley)
    ■ Deputy OEDI/Title IX Coordinators (Erica Rau (Athletics), Elizabeth Hamilton (College of Arts and Sciences), Chris Jenkins, Catherine Sherman (Chris and Catherine are Conservatory of Music), Kourtney Arcaba (Student Life))
    ■ Campus Conduct Hotline 866-943-5787 at Oberlin open 24/7 and sourced to second party
    ■ State, Federal, and Oberlin police contacts are listed with phone numbers and where appropriate e-mail addresses
    Anonymously? Yes; College may not be able to take direct action but can take indirect action with anonymous reports.
  ○ Who do in-person and online reports go to? Who has access to see reports?
    OEDI Director/Title IX Coordinator in consultation with the Title IX/Equity Team; external investigator team as well (unclear if/how the external investigator team is involved)
  ○ [https://www.oberlin.edu/equity-diversity-inclusion/investigation-procedures](https://www.oberlin.edu/equity-diversity-inclusion/investigation-procedures)
  ○ Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
  ○ Ohio Law requires notification of police if a felony is suspected

● **What are the outcomes or consequences for reported individuals?**
Possible outcomes: Warning, Disciplinary Probation, Training, Limits on Participation, Restitution, Removal from Campus housing, Suspension, Expulsion, Termination, Withholding Degree, Revocation of Admission and/or Degree.

What is the process?
- Adaptive or formal resolution processes
- Adaptive/Informal: "The Adaptive Resolution Process (ARP) is a series of inclusive conflict resolution practices that yield participant-authored, effective, and just outcomes through examination of attitudes and behaviors that contributed to the conflict or harm; and that result in clear accountability measures that repair harm and discourage future harm."
- Formal: "Disciplinary action by the College against a Responding Party may only be taken through Formal Resolution Process (FRP) which is designed to provide fundamental fairness and respect for all parties by ensuring adequate notice, an equitable opportunity to be heard, and an equitable opportunity to respond to a report under this policy."
- [Link](https://www.oberlin.edu/sites/default/files/content/office/equity-diversity-inclusion/documents/policies/formal_resolution_process.pdf)

Who decides the outcomes/consequences?
- "The specific decision makers will vary based upon the role of the Responding Party and the Policy Violations being considered:
  - For a report against a student or staff member, the report will be heard by a hearing panel comprised of three trained staff members.
  - For a report against a faculty member, the report will be heard by a panel composed of three trained members of the General Faculty Professional Conduct Review Committee."
- [Link](https://www.oberlin.edu/sites/default/files/content/office/equity-diversity-inclusion/documents/policies/formal_resolution_process.pdf)

Are reports tracked? Yes/No
How are they tracked? By who?
- Unsure if reports are tracked or not and the mechanism and who does the tallying.
  - Will request clarification at our upcoming meeting

Are repeated complaints escalated to a disciplinary board? What is the process?
- No not exactly, but it sounds like they are taken into account in the hearing/deliberation process "If the Panel finds the Responding Party responsible, the Panel will then recommend appropriate corrective action(s), taking into consideration any prior findings of responsibility and any submitted impact statements. The OEDI Director/Title IX Coordinator, will review the recommendations for fairness and consistency and the designated administrator will impose an appropriate sanction"

What resources are available for individuals reporting?
- Link: [https://www.oberlin.edu/equity-diversity-inclusion/support-resources](https://www.oberlin.edu/equity-diversity-inclusion/support-resources)
- Counselors or advocates, especially those of the same race, ethnicity, and gender.
○ Students: Yes-multicultural resource center, center for student success, disability resources at the center for student success, office of religious and spiritual life and multiple others listed in the link above

○ Employees: Department of Human Resources, Cleveland Clinic Lifestyle Employee Assistance Program

○ Automatic or requested investigation of potential impact on grades or evaluations.

○ No-this is not available or if it is, not information that is easily found

○ Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment.

○ Unclear

● What resources are available to groups raising issues or proposing changes?

○ Petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change. What is the follow-up process for town halls and meetings?

○ Working groups or committees with power to change or propose changes to policy.

○ Cultural surveys, regular or only after wide-spread reports or high-profile incidents.

○ Leadership proactively asks students and/or staff for input on how to improve.