



ODI Updates Admin Forum

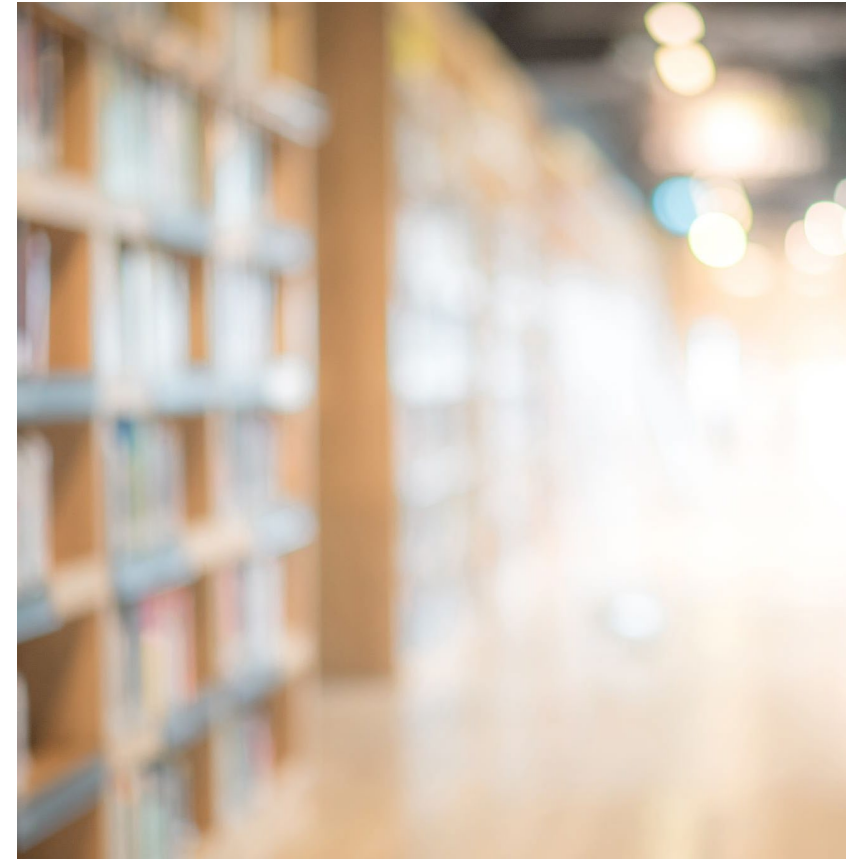
Wednesday, September 13

Office of Diversity and Inclusion

New Anti-Discrimination and Anti-Bullying Policies

- All Schools have established new formal resolution procedures for our Non-Discrimination and Anti-Bullying Policies.
 - **Info available at:** <https://edib.harvard.edu/community-conduct>
- Harvard Chan School has identified and filled the following roles:
 - *Appropriate Official (AO)*
 - *Local Designated Resource (LDR)*
 - *Determination Panel*
- Bias reporting web landing page has been revised to reflect new protocols and procedures– including *formal* and *informal* pathways.

NOTE: Formal pathway refers to investigative procedure outlined in policy language.



Defining Key Roles & Processes

- **Appropriate Official:** Each School and Central Administration will define and publish with this Policy their Appropriate Officials, who will be the final authority to issue any sanctions, based upon the respondent's role at the University.
- **Local Designated Resource:** Each School and Central Administration will designate individual(s) to serve as the resource for receiving reports and complaints, directing community members to resources, and providing information on supportive measures. The Local Designated Resource will coordinate with the Central Office regarding complaints, training, and educational initiatives relevant to the Policy.
- **Office for Community Conduct (i.e. a central university office):** An office designated to serve the entire University that will work with Local Designated Resources when formal and informal complaints are received. It will staff or provide referrals to neutral, trained investigators who will manage investigations of formal complaints; provide resources and information to community members who have questions about policy, process, or supportive measures; and keep records of reports, complaints, findings and, if any, sanctions consistent with University policies related to recordkeeping.

Defining Key Roles & Processes

Appropriate Officials (AO)

- **Jane Kim**- Faculty/Appointees
- **Kate Calvin**- Staff
- **Code of Conduct Council**- Students

Local Designated Resources (LDR)

- **Luke Sutherland**, OSA-- Students
- **Maritza Hernandez**, OSS- Students
- **Jennifer Ivers**, OFA- Faculty/Appointees
- **Shamika Harris**, OFA- Faculty/Appointees
- **Linda Picard**, HR- Staff
- **Elissa Brennan**, HR- Staff

Defining Key Roles & Processes

- **Determination Panel Members** to review the investigative report and determine, using a preponderance of the evidence standard, whether the Policy was violated.
- **Summary of the Determination Panel's role when involved in an active formal investigation:**
 1. Serve as one of three trained members on the determination panel for assigned case
 2. Review investigative report
 3. Determine if policy violation occurred
 4. Send written determination to appropriate administrators (i.e. AO, LDR, Central)
 5. Include recommended corrective measures in written determination
- **Next Steps: Convene new Determination Panel Members; and finalize policy training material and plan with university colleagues**

For More Information

- Policies, FAQs, and resources are available at the university Community Conduct webpage at:
<https://edib.harvard.edu/community-conduct>
- You can also visit our local HSPH page at: hsph.me/bias