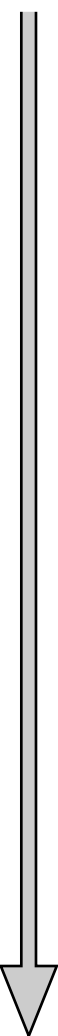


Climate Matters/Anonymous Reports

The OEO is legally required to look into any allegations reported but there may be limits to this review if not all information is known. EthicsPoint complaints can be anonymous and OEO staff can communicate through the anonymous chat feature in EthicsPoint if the reporter keeps their key code in order to keep the reporter anonymous and apprised.

tufts-oeo.ethicspoint.com



Climate concerns do not always have a known complainant and/or a known respondent. Regardless, the OEO will review any reported matter, to the extent possible, with information known. The OEO will monitor the matter to address and prevent recurrence. A case can also be monitored when the complainant chooses to remain anonymous. OEO will do what is possible to promptly and effectively prevent recurrence.

OEO may be able to respond informally with coaching and counseling conversations, and / or a mandatory training while keeping the reporter anonymous.

The OEO reserves the right to formally review an anonymous allegation or climate concern.

OEO may investigate an anonymous matter formally, gather facts, conduct interviews and make a finding of a policy violation (or not) to be referred to the appropriate decision maker for action consistent with the findings.

It is important to note that this process is not necessarily linear or fixed. The OEO treats each case uniquely. Thus, certain steps may be modified or skipped to ensure the process best addresses the specifics of a case.