

CLIMATE MATTERS/ANONYMOUS REPORTS

OEO is legally required to look into any allegations reported about protected categories, but there may be limits to this review if not all information is known. EthicsPoint has a secure and anonymous chat feature for complainants and reporters who wish to be anonymous. When a report is filed, reporters receive a code they must retain to remain anonymous during future communication with OEO staff.

tufts-oeo.ethicpoint.com

[Non-Discrimination Policy \(PDF\)](#)

1

Climate concerns do not always have a known complainant and/or a known respondent. Regardless, OEO will review any reported matter, to the extent possible, with information known. 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.

2

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

3

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

4

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 any findings.

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

For more information please visit oio.tufts.edu or call OEO at 617-627-3298.

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