Climate Matters/Anonymous Reports

CLIMATE CONCERNS & ANONYMOUS REPORTING

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.

Report anonymously: tufts-oeo.ethicspoint.com | Non-Discrimination Policy (PDF)

1

Review & monitoring

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

2

Informal response

OEO may be able to respond informally with coaching and counseling conversations and/or a mandatory training while keeping the reporter anonymous. OEO may also wait until the end of the semester to address this kind of matter to prevent retaliation concerns for the parties.

3

Formal review

OEO reserves the right to move an anonymous allegation or climate concern to a formal process.

4

Formal investigation

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 oeo.tufts.edu or call OEO at **617-627-3298**.

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