

WHERE DO I GO FROM HERE?

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WHERE DO I GO FROM HERE?

- When you have a complaint, concern, or issue that needs resolving, where do you go? This session will work through scenarios and take questions from the audience to help you understand the options and avenues available for reporting.

SO MANY OPTIONS FOR REPORTING!

- Human Resources
- Ethics & Compliance
- Student Rights & Responsibilities
- Faculty Ombuds
- University Police Department
- Chain of Command
- Emergency Management & Safety
- Victim Support Services
- TAMUC Athletic Compliance
- System Ethics & Compliance Office
- System Internal Audit
- Local Police Department
- Texas State Auditor's Office
- Department of Education
- Risk, Fraud, and Misconduct Hotline

WHERE SHOULD I GO FIRST? *IT DEPENDS!*

- Many situations can be resolved through the chain of command
- Emergency situations can start directly with the police
- Any and all allegations that may involve Title IX or Civil Rights **MUST** go directly to the Title IX Coordinator (TitleIX@tamuc.edu)
 - Chain of command does not relieve your reporting duties to Title IX
 - If you (the employee) are the victim, you do not have to report
- Clery Crimes **must** be reported to the Clery Coordinator
 - *Contact UPD. Clery Coordinator search is ongoing
- Otherwise, you have options!

SCENARIO #1: HOT IN HERE

- Employee A and Employee B both have offices in a shared office suite
- The air conditioning unit is located in Employee A's office
- Employee A is always freezing and keeps the unit turned off
- Conversely, Employee B is always sweating because there is no air movement
- Where can Employee A and Employee B report this situation?

SCENARIO #1: HOT IN HERE

- Chain of Command (supervisor)
- Faculty Ombuds, if both parties are faculty
- Human Resources grievance process
- Ethics & Compliance Office

SCENARIO #2: LEAVE ME ALONE

- Student Z reports to you that their ex-partner, Student Y, will not stop texting them or showing up at their job
- Student Z says they are scared of their ex, and do not know what to do or where to go
- Where to report?

SCENARIO #2: LEAVE ME ALONE

- Student Z can go to:
 - Victim Services
 - Local Police
 - UPD
 - Student Rights & Responsibilities
 - Title IX
- You, the employee must:
 - Report to Title IX and Clery for mandatory reporting

SCENARIO #3: WHERE DO I GO FROM HERE?

- You, the employee, believe your supervisor is doing something wrong.
- However, you are afraid to say anything because you think you will be fired, treated poorly, or excluded from opportunities
- What options do you have?

SCENARIO #3: WHERE DO I GO FROM HERE?

- If you feel like your chain of command is not an option, you may start with either Human Resources or the Ethics & Compliance Office
- Both offices can talk you through your options
- However, response may be limited if you do not wish to go through the formal complaint process
- Another option is the Risk, Fraud, and Misconduct Hotline
 - If you choose to report anonymously, response may be limited

IS THERE A WRONG ANSWER?

RISK, FRAUD, AND MISCONDUCT HOTLINE

- The Hotline is one option where you may remain anonymous when you report
- However, response may be limited
- Most reports are read by the System Ethics & Compliance Office and sent back to Ethics & Compliance Office here on campus
- We will submit questions through the online system and you must log in to review and respond
 - There is no way for us to contact you if you remain anonymous and do not log back in

COMING SOON

- Be on the lookout for a new Roadmap for Concerns document that will be shared throughout campus
- Highlighting campus resources and options for what to report where

QUESTIONS?

- What hypothetical scenarios and questions to you have?