



## Covington Response

### April 2023 Summary Report

The Covington Response Oversight and Implementation committees continue to work on a path forward of systematic institutional and culture change. Below are some key highlights of work since March 2023.

#### **SBAR status: Accountability Framework and visual dashboard**

The Accountability Framework, which provides a breakdown of all items in the Covington Report and their associated SBARs, has been updated and posted online, both on [O2](#) and the [external OHSU site](#). Additionally, an updated visual representation of the overall SBAR completion status has been completed and is now available online, both on [O2](#) and [the external OHSU site](#).

#### **Policy work**

Much of the work this month centered on the updated Discrimination, Harassment and Retaliation policy. Discussion on the intent and impact of the proposed policy was exacting. In the course of its discussions, members of the Oversight Committee held a vote and discussed the need to provide clarity within the policy around what it means to be a “designated reporter,” as well as the role of students and those OHSU community members best characterized as learners.

Additionally, the Implementation Committee wrote the Prohibition on Bullying policy/proposal and sent this proposal to the Oversight Committee, who then voted in favor of this policy. The Prohibition on Bullying policy will now move forward to the PAC and then back to the Oversight Committee for additional feedback. Both committees have gone through three revisions and subsequent reviews to get to a near final policy.

#### **Center for Diversity and Inclusion SBAR**

The SBAR related to clearly defining and communicating the roles and responsibilities for CDI at OHSU has been significantly revised by a multidisciplinary team and sent back to the OC for a second round of review and feedback.



### **Centralized incident management and reporting (EthicsPoint)**

After several rounds of revision and feedback between IC and OC, with subsequent approval from OC to move the centralized incident management and reporting proposal to implementation phase, the project team is hard at work on the overall look and feel of the new online reporting web intake design, which will include links to the Code of Conduct, policies, and other resources. Additionally, the project team is updating the EthicsPoint telephony greeting messages for those users who opt to call in to report an incident to a call center specialist rather than using the reporting website. In both the online and phone version of the EthicsPoint reporting system, the team is ensuring information is accurately translated into several languages and working to ensure ADA improvements are made so as many individuals can access the system as possible, and that the process and all individuals working on and in EthicsPoint are both trauma informed.

### **AAEO to OCIC shift**

With Affirmative Action and Equal Opportunity renamed to the Office of Civil Rights Investigations and Compliance, website materials were updated March 31. As a result, OHSU members will start to see some changes, specifically throughout O2 and the public OHSU site, as mentions of Affirmative Action and Equal Opportunity and AAEO are updated to reflect the new Office of Civil Rights Investigations and Compliance and OCIC names.

Other online resources, such as policies, procedures and training, will be updated as the work continues to evolve. While the project team continues to make updates online, if you see references to "AAEO" on either O2 or the public OHSU site, please inform OCIC at [OCIC@OHSU.edu](mailto:OCIC@OHSU.edu).