



Covington Response

September 2022-February 2023 Summary Report

The Covington Response Oversight and Implementation committees continue to work on a path forward of systematic culture change. Below are some key highlights since September 2022.

SBAR status

- There are 28 total SBARs. Of those, only three have not started and six are fully approved or complete.
- The Oversight Committee anticipates first drafts of all SBARs will be completed by the end of March.
- Most recently, feedback was sought on the Public Stance Memo and Employee Engagement Survey and Reporting on Human Resources metrics SBARs.

Policy work

- The Oversight Committee members have reviewed four proposed policies: Discrimination, Harassment and Retaliation Policy; Prohibition on Bullying Policy; Reporting Misconduct Policy and the Standard Practice for Investigations into Misconduct Policy.
- The Discrimination, Harassment and Retaliation Policy will be reviewed again in March.
- Work is underway to plan meaningful roll-outs of each of these policies.

Transition to implementation work

The Implementation Committee is beginning to identify any potential large-scale projects and has been discussing the sort of work product materials that should be shared back with the Oversight Committee.

AAEO to OCIC shift

In October, it was decided that the AAEO should report to the Integrity Office. And, the AAEO has been renamed to the Office of Civil Rights Investigations (OCIC). Materials continue to be updated to reflect this name change.

EthicsPoint



Committee members are in the initial stages of the EthicsPoint project, which aims to offer a centralized incident management and reporting solution. Ultimately, this will reduce the complexity of reporting channels, with phase one of the project anticipated to include Human Resources, the Integrity Office and OCIC.

Dashboard of work

A visual tool is coming to provide all OHSU members an at-a-glance view of work in process, completed and ahead.