



Covington Response

August 2023 Summary Report

The Covington Response Oversight and Implementation committees continue their work on a path forward in support of trauma-informed systematic, institutional and culture change. Below are some key highlights of the committees' efforts.

Policy work:

- Oversight Committee members are in the process of reviewing the SBAR related to developing and communicating a standardized, comprehensive investigations policy.
- The Prohibition on Bullying policy was signed by Dr. Jacobs on Aug. 21 and is now effective.

SBAR work

The Covington response Oversight and Implementation committees have made significant progress since their work began, having worked their way through the 27 SBARs – Situation, Background, Assessment, Recommendation.

The Oversight Committee recently reviewed and approved:

- Update the Code of Conduct
- Implement Procedures to Monitor for Potential Retaliation

Oversight Committee members are also working through the following SBARs:

- Centralize HR Staff and Functions
- Develop Diversity, Equity, Inclusion and Belonging Objectives for Managers
- Develop and Conduct Additional DEIB-Related Trainings
- Clearly Define and Communicate the Roles and Responsibilities for CDI at OHSU
- Increase the Number and Diversity of HR Business Partners
- Increase the Diversity of Candidate Pools for Leadership Positions
- Provide Sophisticated Training to HR Investigators

Oversight and Implementation committee transition

Planning of the transition of the committees to a long-term model will take place October-December 2023. Qiana Williams, Ed.S., ACC, SPHR, SHRM-SCP, executive



vice-president and chief people officer, will begin participating in upcoming Oversight Committee meetings to facilitate transition planning and gather feedback.

Centralized incident management and reporting (EthicsPoint)

This month, the project team and testers continued the user acceptance testing process to validate the EthicsPoint system setup, intake forms and custom fields/drop down values to ensure they are configured correctly to route reports and meet the case management requirements of users in Human Resources, Integrity and OCIC. A user guide and training materials will be developed to instruct users how to perform their roles to manage cases and prepare summary reports. In addition, the project team continued their content review and testing of the Integrity Helpline website. They submitted a list of change requests to the vendor compiled from the results of usability interviews, accessibility reviews and marketing feedback. We await these changes back to finalize the web design of the Helpline portal.

AAEO to OCIC shift

Angela Fleischer, M.S.W., LCSW, CFP-A, began her new role as associate vice president and Title IX Coordinator for the Office of Civil Rights Investigations and Compliance (OCIC) in June. Her arrival marks a significant moment as the Affirmative Action and Equal Opportunity office transitioned to reporting to the Integrity Office last fall and became the OCIC earlier this year. In her role, Angela will be central in OHSU's strategic goals of creating a safe and welcoming campus for all. Under her leadership, Angela and her team will steer OCIC's realignment, overseeing programs and procedures relating to Title IX and civil rights investigations.

Following recruitment of three new investigators, recruitments will begin for the four positions approved by the committees: a director, two intake specialists and an Equal Opportunity Officer/Trainer. Additionally, Title IX training will be launched this fall.

The Brand Strategy and Marketing team has moved into phase 2 of the website redesign and will focus on web content strategy related to affirmative action and training resources. They will also refresh the accommodations and Title IX content.

Office of Employee Accommodations (OEA)

On Aug. 15, Martin Stanberry began his role as manager for the newly created Office of Employee Accommodations (OEA), which will be part of the Occupational Health office in Human Resources. OEA was created as part of the Covington work, specifically an SBAR about transitioning accommodations to HR. Currently, the Office of Civil Rights



Investigations and Compliance (OCIC) manages accommodation requests for employees with disabilities; limitations related to pregnancy, childbirth and related medical conditions; and sincerely held religious beliefs. By shifting employee accommodations from OCIC to OEA, this change will help further the standardization of HR processes and resources, as well as promote equity and efficiency. Moreover, it will ensure the OCIC office is able to meet its charge of being unbiased and efficient by eliminating any potential conflicts where this office may have to investigate potential complaints of violations of the ADA.

Accountability Dashboard and SBAR Scorecard

The latest Accountability Dashboard and SBAR Scorecard, along with prior monthly reports, are [available online](#).