



# Covington Response

## March 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 of work since February 2023.

### **SBAR status**

Ten SBARs are moving forward for review by Oversight Committee members, two of which are first drafts for initial review. The remaining eight SBARs are in their second or third drafts and have feedback templates ready for Oversight Committee members' re-review.

### **Policy work**

Much of the work this month centered on the updated Discrimination, Harassment and Retaliation policy. Specifically, members of both the Oversight and Implementation Committees are discussing the nuances of what it means to be a "designated reporter" and working to clarify the policy. A rollout plan with Learning and Development, as well as with Communications, is being created to help all OHSU members understand how this newly updated policy will impact them and their respective roles.

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

Work continues to *implement* a centralized incident management and reporting system using EthicsPoint. This month, project team members participated in a series of requirements and design workshops, facilitated by Navex Consulting, to develop a new Integrity Hotline telephony greeting and design and mockup a new web incident reporting intake that would improve ADA and multi-lingual access for OHSU Members.

### **Dashboard of work**



An updated visual representation of the overall SBAR completion status is nearly final. Once finalized, this visual tool will be posted online and regularly updated. This visual is designed as a quick reference to appreciate the depth, width and breadth of work that is being done, has been done and is in the process of being done.

### **Budget**

This month, the Implementation Committee received a budget update around the funding allocated for the Covington response initiative for FY23-FY25

Additionally, the Implementation Committee reviewed a proposed workstream funding request process. This process is meant to provide a mechanism for an approved SBAR to request funding. It allows for funding allocations to be considered holistically across the entirety of the Covington work and ensures funding stays within the allowable budget.

### **AAEO to OCIC shift**

With Affirmative Action and Equal Opportunity renamed to the Office of Civil Rights Investigations, materials continue to be updated to reflect this name change. The project team is working with website owners to update several sites to reflect the new name by March 31. Additional items, such as updates to website footers, URL and updates to search results are also in process.

The project team will continue to review print resources, PDFs and other web resources and update those materials with the new name. Additionally, the project team will continue working with Occupational Health, who will eventually be in charge of managing employee requests for accommodations.