



Covington Response

October 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

- The Investigations Policy is now live, with broad communication planned to provide general information and resources to OHSU members.
- Training has been developed to give OHSU members more information related to the Discrimination, Harassment and Retaliation policy. The training will also guide members about what their responsibilities are within this policy. It will be available from Nov. 14-March 15, 2024.

SBAR work

The Covington response Oversight and Implementation committees have made considerable progress since their work began, having completed most of the SBARs – Situation, Background, Assessment, Recommendation.

Currently, the Oversight Committee is working through the following SBARs:

- Provide Sophisticated Training to HR Investigators (second draft)
- Increase the Number and Diversity of HR Business Partners (second draft)
- Increase the Diversity of Candidate Pools for Leadership Positions (second draft)
- Develop and Conduct Additional DEIB-Related Trainings (second draft)
- Clearly Define and Communicate the Roles and Responsibilities for CDI at OHSU (third draft)

Accountability Dashboard and SBAR Scorecard

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



Oversight and Implementation committee transition

Planning of the transition of the committees to a long-term model has started. This transition is expected to take place October-December 2023. Qiana Williams, Ed.S., ACC, SPHR, SHRM-SCP, executive vice-president, and chief people officer, is now participating in Oversight Committee meetings to facilitate transition planning and gather feedback. She is proposing the creation of a new Climate + Culture Advisory Group that will formulate recommendations in collaboration with other teams on organization-wide culture and climate issues. This group will include about 20 OHSU members, representing a broad cross-section of the organization.

Centralized incident management and reporting (EthicsPoint)

Last month, the EthicsPoint project team and testers in Integrity, OCIC and Human Resources continued the validation process related to the EthicsPoint database configuration and system forms, data fields and dropdown display values. They also completed final web intake form design and configuration reviews for four reporting intake methods: the Integrity Helpline website, the Internal Incident Report Form, the Workplace Accommodation Form and the Grievance Report Form.

The project steering committee also approved two project change requests – connecting three custom web intake forms to enable testing and training prior to cutover and adding new project scope to modify the Oracle HR data feed to the EthicsPoint database to support HR census and investigation outcome summary reporting capabilities – resulting in a revised schedule for the Helpline and EthicsPoint system cutover to occur in late January 2024.

In addition, Translation Services completed translations into six languages (Amharic, Croatian, Russian, Spanish, Thai and Vietnamese) of four policies that will be included as Helpline content for the translated versions of the Integrity Helpline websites.

AAEO to OCIC shift and the new Office of Employee Accommodations (OEA)

Employee accommodation requests have transitioned to the OEA, with full transition anticipated by the end of October. OCIC will complete any current accommodation requests they are currently reviewing. Communications are planned to managers and all-members to provide information about how to access OEA.



The new director of OCIC/deputy Title IX coordinator, reporting to the Associate Vice President of OCIC/Title IX coordinator, will begin Nov. 1. Confidential Intake Specialists will be hired and onboarded soon.

Updating of websites and shifting language to OCIC remains a focus.