



Covington Response

May 2023 Summary Report

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

Policy work:

- Discrimination, Retaliation and Harassment policy: Dr. Jacobs was present at the May 11 Oversight Committee meeting. He reaffirmed that the current version of the Discrimination, Retaliation and Harassment policy is in place and includes explanations and clarifications brought forward by the committee, as well as compliance with Title IX and Title VII federal requirements around reporting. However, the DRH policy, and all OHSU policies, is fluid and can be adjusted. In the meantime, information related to the policy, including FAQs were [posted on OHSU Now](#).
- Prohibition on Bullying policy: This policy was reviewed by the Policy Advisory Committee and it will be posted for public comment.

SBAR work

This month, the Oversight Committee members focused on reviewing the following SBARs:

- Continue to Conduct Regular Employee Engagement Surveys: This was the fourth draft of the SBAR. Members provided feedback and voted to approve moving forward with the Employee Engagement Survey.
- Transfer Responsibility for Accommodations from the Office of Civil Rights and Investigations to Human Resources: This was the second draft of the SBAR. Members will provide feedback and vote.
- Role of CDI: This was the second draft of this SBAR as members continue to offer feedback.
- Implement Procedures to Monitor for Potential Retaliation: This was the first draft of the SBAR brought forward for review.



Committee members also reviewed a proposed schedule of work for reviewing SBARs. They agreed to review two groups of three SBARs, some new and some revised drafts, each month until completion of all SBARs associated within the Covington recommendation

Covington budget

One of the recommendations in the Covington Report was to consider transferring, with appropriate resources and training, the handling of employee ADA accommodation requests from the Office of Civil Rights Investigations and Compliance (OCIC) (formerly AAEO) to Occupational Health in Human Resources. Currently, OCIC is working with Occupational Health leadership on a transition and staffing plan. As a result, a new office will be formed in Occupational Health and will be called Office of Employee Accommodations (OEA). It was determined that additional resources are needed to support the work of the OEA and will include four accommodation specialist positions, one manager position and one administrative coordinator position. Recruitment for these new positions will be managed by Occupational Health and will be supported by OCIC. The six positions were approved by the Implementation Committee and will be funded by the Covington budget.

Centralized incident management and reporting (EthicsPoint)

This month, the project team focused on completing the design of the web intake portal, which will include links to the Code of Conduct, policies, resource and an FAQ to provide guidance for users and help users navigate the system and reporting process. Additionally, they have been working to confirm the desired EthicsPoint system configuration set up and data requirements for application users in Human Resources, the Office of Civil Rights Investigations and Compliance (OCIC) and Integrity. The project team also participated in vendor-led design sessions to create a new specialized web intake form to support and provide designated reporters with the resources necessary to refer reports of discriminatory conduct for assessment and potential investigation.

AAEO to OCIC shift

The Affirmative Action and Equal Opportunity (AAEO) office was recently renamed to the Office of Civil Rights Investigations and Compliance (OCIC). All of the relevant name updates were recently made to the OHSU public website and intranet site (O2) pages on March 31. Other online resources, such as policies, procedures and training, are being reviewed and will be updated as the work continues to progress. While the project team



continues to make updates online, if you happen to see references to "AAEO" on either O2 or the public OHSU site, please contact OCIC at OCIC@OHSU.edu.