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Community Concerns Reporting

About the CCRS

The goal of the Community Concerns Reporting System (CCRS) is to help educate and promote an inclusive community by supporting students through a clear and streamlined process for reporting incidents of perceived mistreatment, cultural/ethnic insensitivity, and bias. The CCRS allows CWRU community members who have witnessed or have experienced incidents of bias, prejudice or discrimination involving a student to submit a report to the Community Concerns Reporting Response Team.

What Is a Community Concern?

A community concern is an incident involving any discriminatory or hurtful act that appears to be or is perceived by the victim that may be motivated by ethnic identity, gender identity/expression, skin color, religion, national origin, age, disability, or sexual orientation contributes to a hostile environment and has negative social, emotional, and/or physical impacts on a an individual,

group or community. To be considered an incident, the act is not required to be a crime under any federal, state or local statutes, nor does it have to violate university policy.

The CCRS Response Team will:

- **Support** students who have witnessed or been the target of bias-related incidents.

- **Refer** community members to appropriate university and external resources, and educate reports on what to expect from each resource.

- **Inform** the university community about the frequency and nature of bias incidents through summary reports each semester to drive discussion around making CWRU more diverse and inclusive. In addition to providing regular reports, the CCRS response team will meet with the Vice President for Student Affairs, the Vice President for Inclusion, Diversity and Equal Opportunity, and the Senior Associate Vice President for the Office of Equity.

Confidentiality

The university will strive to protect, to the greatest extent possible, the confidentiality of persons reporting to the CCRS and of those involved in the reported incident. In some cases, the university may have an obligation to address certain reported incidents, however, the university cannot guarantee complete confidentiality where it would conflict with the university's obligation to investigate meaningfully, or where warranted, take corrective action. Even when some disclosure of the university's information or sources is necessary, it will be limited to the extent possible. Examples of circumstances in which the university may not be able to maintain confidentiality include:

- If we believe you or someone else is in imminent danger and/or there is a risk/threat of harm
- If more than one report is submitted on a single incident
- If reported incidents suggest a trend (e.g., incidents continually occurring in a certain residence hall, etc.)

Regardless of the situation, personal information will only be shared with individuals with a legitimate need to know, in compliance with university policy.

CCRS Response Team

Each CCRS response team member is personally committed to issues of diversity, inclusion and social justice.

- **Gregory Harris,** Associate Vice President for Student Affairs & Dean of Students
- **Arlet Wright,** Senior Associate Dean of Students & Special Assistant to the VPSA
- **Allison Gillis,** Senior Assistant Dean of Students & Case Manager
- **Avery Ware,** Director for LGBT Center
- **Erika Howard,** Interim Executive Director for Flora Stone Mather Center for Women
- **Paul Owens,** Chief of Police
- **Rachel Lutner,** Senior Associate Vice President for Equity
- **Eboni Porter,** Associate Dean/Director for Disability Resources, Accommodated Testing & Services

- **George O'Connell,** Associate Dean/Director for Office of Student Conduct & Community Standards

- **Churyl Croone,** Director for International Student Resources & Engagement

- Representative(s) from Undergraduate Student Government (USG)

- Representative(s) from Undergraduate Diversity Collaborative (UDC)

- Representative(s) from Graduate Student Council (GSC)

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