

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2
3 March 6, 2024

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5 **Compliance Reform**

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7 X.1. Reporting And Transparency

8 X.1.1. The OEEO shall provide public, summative, annual reporting of its operations,
9 including, but not limited to: Numbers of initial reports and formal investigations;
10 Visitor/complainant constituencies (faculty, librarian, student, etc.); Report type
11 (sexual harassment, discrimination, racial etc.); Resolution services administered
12 by OEEO, outcomes of the reports. These reports should be made available in
13 public and accessible documents.

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15 X.1.2. In addition to public reporting, the OEEO shall provide individual, continuous
16 reporting to FAM, AAUP-AFT. OEEO shall report to FAM whenever a
17 bargaining unit member opens up a complaint through their office (no personal
18 information shared).

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20 X.1.3. The OEEO shall also supply each grievant(s) from the bargaining unit with a
21 document created by FAM, AAUP-AFT that outlines their full rights under this
22 Agreement.

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24 X.2. Oversight And Accountability

25 X.2.1. There shall also be an established annual audit of OEEO's activities to ensure
26 accountability and fair practice. The oversight committee will conduct the audit,
27 which will include but is not limited to reviewing annual reports submitted by
28 OEEO, identifying organizational and performance issues, making
29 recommendations for improvements within university policy and federal/state
30 law, and sharing the audit report with the Faculty Senate, FAM AAUP-AFT and
31 the university administration.