

MATH ALLIANCE PROCEDURES FOR INCIDENT REPORTING AND RESPONSE

Preamble

The National Alliance for Doctoral Studies in the Mathematical Sciences (“Math Alliance”) is committed to ensuring that every underrepresented or underserved American student with the talent and the ambition has the opportunity to earn a doctoral degree in a mathematical or statistical science. It aims to achieve this goal by building a national community of students, faculty, and staff who will work together to transform our departments, colleges, and universities into institutions where all students are welcome.

As an organization officially affiliated with Purdue University, the Math Alliance abides by Purdue’s [Statement of Integrity and Code of Conduct](#). In addition, the Math Alliance has established the following set of procedures and expectations.

I. Introduction

By establishing mentor/mentee relationships, it is possible that from time to time questions and disputes arise that, if left unresolved, could lead to more serious issues, jeopardizing the safe and secure learning community we all strive to maintain.

The Procedures for Incident Reporting and Response (“Procedures”) provide a clear and simple mechanism for reporting and fairly handling incidents that may arise within the Math Alliance community. Nothing in the Procedures replace, amend or abridge any Participant’s rights or responsibilities under applicable laws or institutional policies.

II. Code of conduct for Math Alliance Community Members

The Math Alliance is committed to providing a safe and supportive environment in which ideas are exchanged freely, with respect and professionalism. We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability. Math Alliance Mentors and Scholars are expected to maintain appropriate, professional behavior throughout all Math Alliance activities. This includes formal and informal meetings, virtual and in-person forums, and any mentoring or conference related activities.

Expected Behavior

All Math Alliance Community members are expected to

- Model and support the norms of professional respect necessary to promote the conditions for healthy exchange of ideas.
- Speak and conduct themselves professionally.
- Not insult or disparage other participants.
- Be conscious of hierarchical structures in the Math Alliance Community, specifically the existence of stark power differentials between mentors and scholars, and between junior and senior faculty members or administrators—noting that fear of retaliation from a mentor, or a senior colleague can make it difficult for scholars or early career professional to express discomfort, rebuff unwelcome advances, and report violations of the conduct policy.
- Be sensitive to body language and other non-verbal signals and respond respectfully.

Unacceptable behavior

Inappropriate, unprofessional, or threatening behavior will not be tolerated in Math Alliance activities. This includes threatening physical or verbal interactions, deliberate intimidation, stalking, sexual images in public spaces, unauthorized or inappropriate photography or recording, inappropriate or unwanted physical contact, unwelcome sexual attention, or verbal harassment. Verbal harassment includes comments relating to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, disability, veteran status, or other protected statuses, and will not be tolerated in our community.

III. Reporting

Any person who reasonably believes that a mentor or mentee has acted contrary to Part II in relation to the Math Alliance Community may report their concerns to [Purdue University's Title IX office](#).

All reported matters will be handled with discretion. Reporting can be done anonymously.

IV. Response

A. Ombuds Support

If requested by the person making the report, a meeting with an Ombuds is possible. An Ombuds is an informal, neutral, and, in most cases, confidential resource who can help by providing advice and information that may help the reporter resolve their concerns. An Ombuds does not investigate, advocate or resolve concerns, but can help individuals understand their rights and responsibilities and guide them.

B. Informal Resolution

The Math Alliance believes that many disputes can be resolved informally by willing parties and a neutral, non-judgmental facilitator. Whenever appropriate and voluntarily agreed to by all involved parties, the Math Alliance will offer mediation services to facilitate an informal resolution agreed to by all involved.

A mediator's role is to act as a neutral third party to assist parties to resolve their concerns. The mediator has no authority to render judgment in the case and will not advocate for any party to the matter. The mediator will respect the parties' confidentiality will not share information learned during the mediation, except to report that the mediation took place, and whether or not the mediation resolved the report.

Parties who voluntarily agree to informal resolution will be oriented to the mediation process. The parties will be asked to agree to use their best efforts to resolve their dispute through this mediation process. Any person may withdraw from the informal resolution process at any time by notifying the mediator. The parties agree to keep the content of the conversations in the mediation confidential, unless all parties in the mediation agree to share it. If the informal resolution process is successful, the parties will agree to comply with any resolution agreements (written or oral) that may result from the process.

C. Referral

The Math Alliance will refer the following matters as follows:

- Reports alleging criminal activities will immediately be referred to the appropriate law enforcement agency;
- Reports alleging discrimination or harassment to the home institution of the individual accused in the report.