

# Psychology Diversity, Equity, and Inclusion (DEI) Grievance Compact

The IUPUI Department of Psychology is a place where *diversity* of lived experience, *equity* in opportunity, and *inclusion* of our whole selves are highly valued and essential to all our activities. Nevertheless, DEI concerns will inevitably arise among students, postdoctoral fellows, staff, and faculty. To properly address such concerns, we developed this compact as a general agreement among members of the Psychology community regarding our approach to addressing DEI concerns.

## DEI Concern?

Microaggression  
or other offensive  
behavior or  
language?

Step 1

- Speak to the person whom the concern is about.
- If uncomfortable or the concern is not addressed, proceed to Step 2.

Step 2

- Speak to the local supervisor/administrator.
- If the concern is about the local supervisor/administrator or is not addressed, proceed to Step 3.

Step 3

- Speak to the next higher administrator in Psychology.
- If the concern is about the next higher administrator or is not addressed, proceed to Step 4.

Step 4

- Speak to the Psychology Chair.
- If the concern is about the Psychology Chair or is not addressed, proceed to External Steps.

See full Compact for details, including specific people to speak to at each step. At any time, a person can report a DEI concern to IUPUI offices outside of Psychology.

Discrimination,  
harassment,  
or sexual  
misconduct?

Any such allegation made *against a student* is handled by the IUPUI Office of Student Conduct. Any such allegation made *against anyone else* is handled by the IUPUI Office of Equal Opportunity. See full Compact for reporting links.

## Key Points:



If appropriate, DEI concerns should be addressed locally first.



Documentation is helpful but not required. Confidentiality is maintained as allowed.



Faculty/Staff and Graduate Student Diversity Committees are available for consultation.