

Reporting Complaints and Concerns

Course-Related Academic/Clinic Complaints	Non-Academic Complaints	Employee Job Performance Complaints	Institutional Policy/Misconduct Complaints	Student Misconduct Complaints	Research Misconduct Complaints	Disability Discrimination Complaints	Sexual Harassment/Sexual Misconduct Complaints	Other Discrimination/Harassment/Retaliation Complaints	Student Behavioral Concerns	Personal Injury Incidents	Violence/Threats
<ul style="list-style-type: none"> • Testing • Assignments • Class Requirements • Grades • Conflict with midterms/finals 	Complaints by students other than a course-related academic complaint.	Any job performance related matter perceived to be a violation of a CBA, Faculty Handbook or Employee Handbook (unless otherwise specified).	Any behavior or conduct by a student or employee that may be perceived as a violation of an Institutional Policy.	Any behavior or conduct by a student that may be perceived as a violation of the Student Code of Ethics, other College policies, or violations of local, state or federal law.	Any behavior or conduct by a student or employee that may be perceived as a violation of Research policies or procedures.	Any behavior or conduct by or against a member of or associated with the College community that is perceived as discriminatory or harassing.	<ul style="list-style-type: none"> • Sexual Harassment • Sexual Assault • Dating/Domestic Violence • Stalking/Cyberstalking • Non-consensual contact/sexual intercourse • Sexual violence • Sexual exploitation • Bullying/Cyberbullying • Retaliation 	Any behavior or conduct by or against a member of or associated with the College community that is perceived as discriminatory or harassing.	Concerns about a student due to: <ul style="list-style-type: none"> • Personal Issues • Disruptive behavior • Distressing behavior 	Reports of personal injuries/accidents. Report within 48 hours of injury/accident.	Any behavior or conduct by any individual on College premises that poses an immediate threat to self, others or property call Campus Security and then file an EARS referral. Includes but is not limited to: Physical Assault, Verbal threats, suicidal ideation.
<p>Refer student to instructor.</p> <p>If complaint not resolved after speaking with instructor refer student to appropriate Associate Dean.</p> <p>Decision of Dean is final.</p>	Refer student to Dean of Students	<p>Faculty Complaints: Relevant campus Dean or Associate Dean</p> <p>Staff Complaints: Supervisor or Human Resources</p>	<p>Report a complaint on Palmer's website at: https://www.palmer.edu/about-us/office-of-compliance/report-a-complaint/ Report to the Office of Compliance through the following individuals:</p>			<p>Main Campus: Earlye Julien Senior Director for Compliance 563-884-5476 earlye.julien@palmer.edu</p> <p>West Campus: Michael Crump Director of Student Services 408-944-6122 michael.crump@palmer.edu</p>	<p>Main Campus: Lori Larsen Compliance Specialist 563-884-5246 lori.larsen@palmer.edu</p> <p>Florida Campus: Jason Brewer Dean of Students 386-763-2781 jason.brewer@palmer.edu (Student Misconduct Only)</p>	<p>Main Campus: Ann Kelly Compliance Specialist 563-884-5221 ann.kelly@palmer.edu</p> <p>Florida Campus: Angela Carter Human Resources Manager 386-763-2665 angela.carter@palmer.edu</p>	<p>Early Alert Response System (EARS)</p> <p>www.palmer.edu EARS Referral</p>	<p>Campus Security</p> <p>Main Campus: x45555</p> <p>Florida Campus: 386-763-2777</p> <p>West Campus: 408-944-6000</p>	

CALL SECURITY

If you are concerned for your or another's safety due to disruptive or threatening behavior.

Main Campus: x45555

Florida Campus: 386-7630-2777

West Campus: 408-944-6000

ANONYMOUS REPORTING

If a member of the College Community would like to report an incident anonymously, one can do so through Lighthouse, the College's anonymous reporting hotline:

<https://www.lighthouse-services.com/palmer>
email: reports@lighthouse-services.com
(844) 990-0002