

Ombudsperson Report to the Executive Committee

09-09-2021

Dr. Gary Johnson

My last report was in December 2020, I had 10 cases in 2020.

I had 8 cases since then. 2 of them took the bulk of the time. The summer had one case that took some time, but otherwise the number of contacts and workload was fairly light.

Findings/Policy Recommendations:

I reiterate my adjunct faculty representation issue.

PPM 3-15 states

5.0 PROCEDURES

5.1 Reporting and Resolving Abusive Conduct. An employee who believes that they or another employee have been subjected to abusive conduct may report, through a written abusive conduct complaint, the abusive conduct in accordance with either:

5.1.1 PPM 3-31 Staff Employee Grievances (With Certain Provisions for Hourly Employees) where the employee reported to have engaged in abusive conduct is a staff employee; or

5.1.2 PPMs 9-11, Informal Process and Informal Conciliatory Meeting and/or 9-12, Formal Hearing where the employee reported to have engaged in abusive conduct is a faculty member.

The University will resolve the reports of abusive conduct consistent with those policies. Where the reported abusive conduct involves allegations of violence or potentially violent behavior, the recipient of the report should refer the report to the appropriate office consistent with PPM 3-67, Violence Prevention. Where the reported abusive conduct alleges discrimination or harassment based on a protected classification, as described in PPM 3-32, Discrimination, Harassment, and Sexual Misconduct (including Title IX), the recipient of the report must share that report with the AA/EO Office consistent with that policy.

5.2 Abusive Conduct Prevention Training. Human Resources must annually provide to all employees training on the prevention of abusive conduct in the workplace.

Some administrative training should be done, particularly department chairs, coaches, and professors who work with small teams of students on performance or extracurricular activities (moot court, ethics bowl, mock trial, debate, etc.).

Can an individual ask a colleague, supervisor, leader to undergo this training?

Can a department chair or other administrator require a faculty member to take this training?