What is the correct gender-neutral term?

A) Ombudsman
B) Ombuds
C) Ombudsperson
D) All of the above
E) It depends on who you ask
Staff Orientation

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WHO UTILIZES THE OMBUDS OFFICE?

Visitors to the UCR Ombuds Office
January 2011 - June 2014

- Staff, 204, 33%
- Undergrads, 137, 22%
- Graduate Students, 83, 14%
- Academic Appointments, 129, 21%
- Community Members, 36, 6%
- Student Unknown, 12, 2%
- Unknown, 12, 2%

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HYPOTHETICAL

A Staff Member is having difficulty with her supervisor. She believes her supervisor is exhibiting some combination of the following behaviors:

- Micro-managing her
- Reprimanding her for taking sick time
- Ignoring / disparaging her comments in meetings
- Regularly yelling at her
WHAT CAN THE STAFF MEMBER DO?

- Lump it (do nothing)
- Quit (Short-term or Long-Term)
- Talk to Supervisor Directly
- Talk to 2nd Line Supervisor
- Talk to trusted colleague
- Visit Faculty Staff Assistance program
- Talk to Human Resources
- Talk to Union Rep (if represented)
- File a grievance / formal complaint
- Go to Title IX (if sexual harassment)
- Go to Affirmative Action (if treatment related to being in a protected class)
- Make Whistleblower complaint (if appropriate)
Ethical Standards: The Pillars of the Ombuds Practice

Confidentiality
Informality
Impartiality
Independence
POP QUIZ #2

What year was the UCR Ombuds Office founded?

- A) 1954
- B) 1968
- C) 1979
- D) 1992
- E) 2001