



Ombuds Office

Unprofessional **Mistreatment** **Fairness**
Confidential Facilitate **Harassment** Confusion
Career advancement **Conflict** **Opportunities**
Workplace challenges **OMBUDS** Bullying
Policies & procedures Risk assessment **Listen**
Strategies Climate Communication Disrespect
Early consultation Unfair

Contact us:

608-265-9992

uwombuds@mailplus.wisc.edu

What does the Ombuds Office Do?



- The Ombuds provide a safe place for all U.W. Madison employees, including Academic Staff, University Staff and Graduate Students.
- We listen and explore concerns.
- We offer resources, options and strategies to address workplace concerns.

Ombuds Standards of Practice

- Confidentiality
- Impartiality
- Informality
- Independence

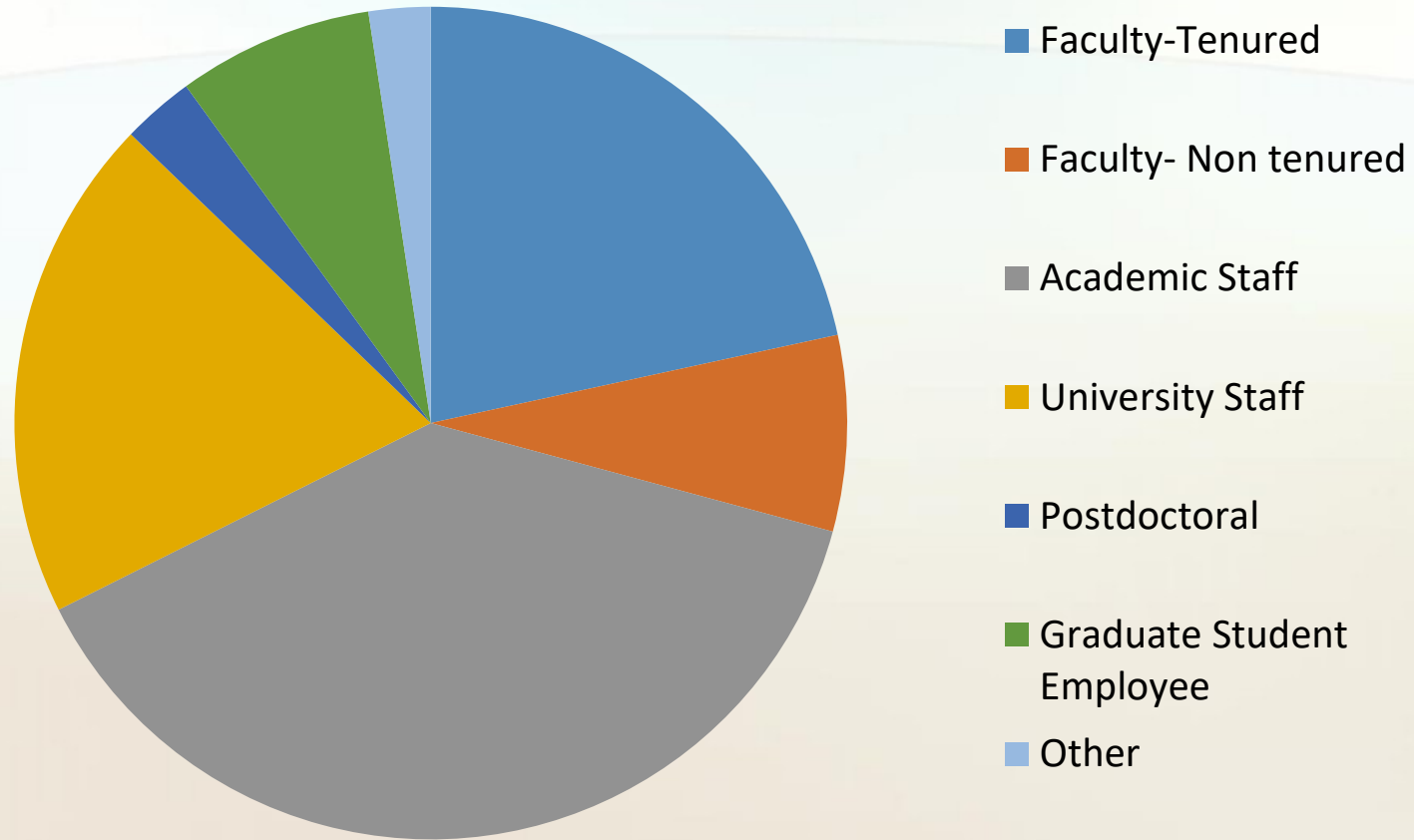


Who we are

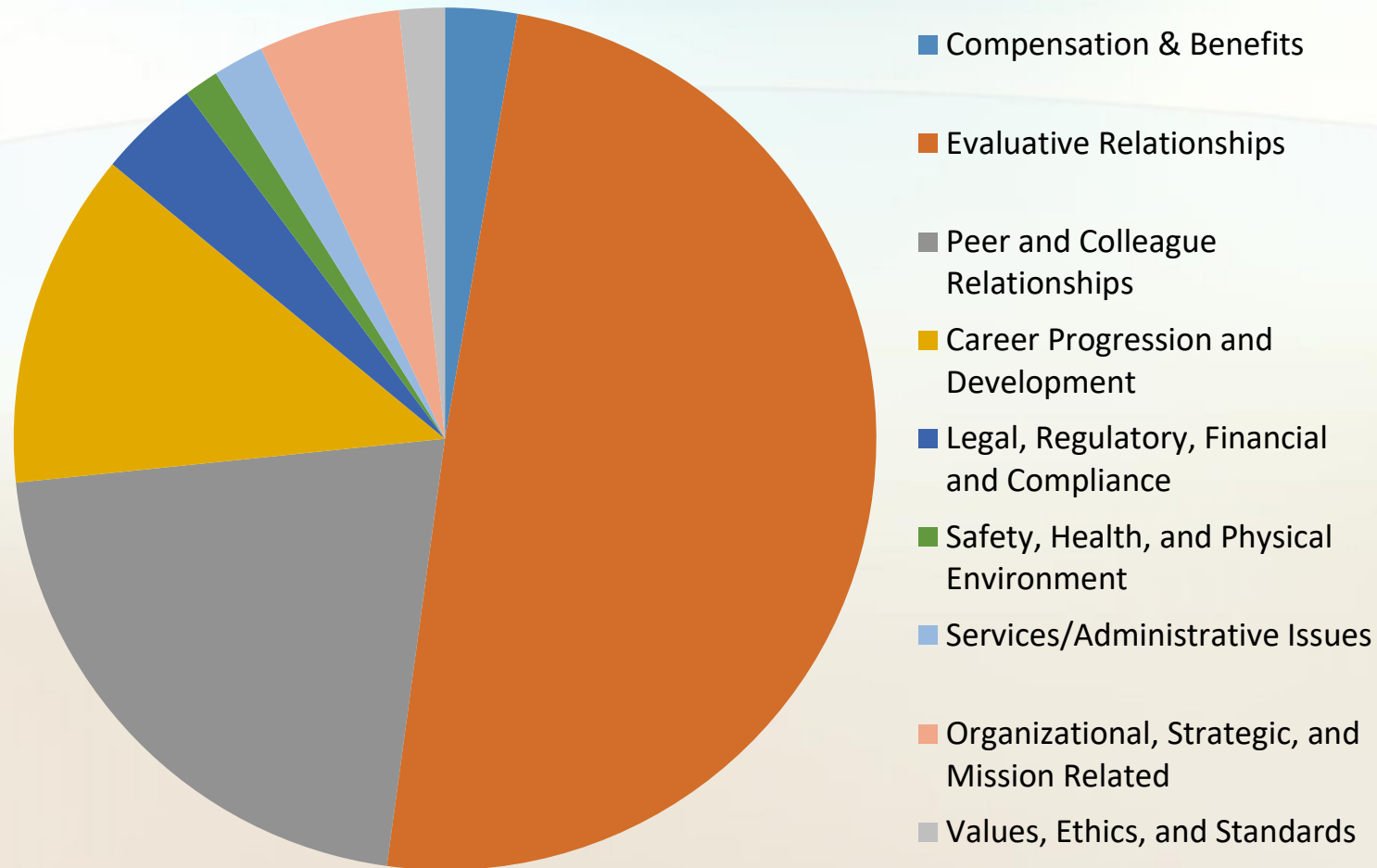


- We are five retired UW faculty and staff from across the University.
- We have nearly a century and a half of experience among us .
- We draw on each others' experiences.
- Unique among academic Ombuds in US.

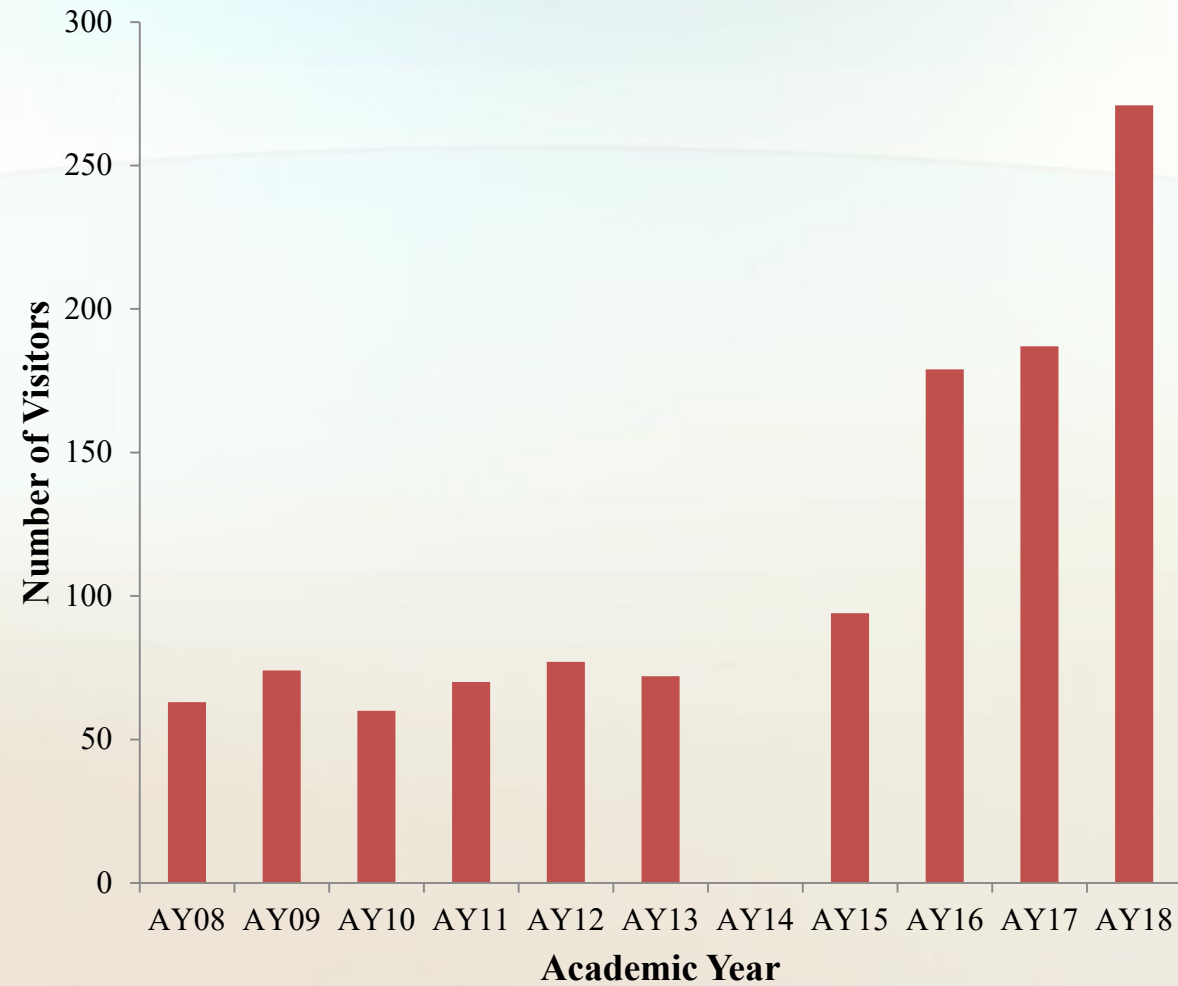
Who we served (AY 18)



What were the concerns?



Increasing Number of Visitors



Special Concerns

- Case load has tripled over last four years (from 90 to 270)
- Reports of Hostile and Intimidating Behavior have doubled since last year (one-third of visitors)
- 11% graduate student issues
- 8% gender related issues

How to Get Started



- Advise your staff and students to see us early rather than late.
- UW-Madison offers a number of resource offices throughout campus.
- This includes Employee Assistance Office which has both similarities and differences (see handout).

Ombuds. We Listen.



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