What would you do if you found yourself entangled in a conflict with a colleague that seemed to defy resolution?

Where would you go if you felt you’d been treated unfairly in a tenure or promotion decision?

When the prospect of resolving conflicts directly with your colleagues seems unlikely, you are encouraged to consult with any of several offices on campus that provide a variety of problem-solving and dispute-resolution services.

Concerns that may arise during the course of your employment as a faculty member at the U.W. and the office that can help you resolve them (acronyms deciphered below):

- Salary/contract/merit review issues (see OO, SOF)
- Promotion/tenure issues (see OO, SOF)
- Laboratory and/or office space expectations/agreements (see OO, LSMC, SOF)
- Interpersonal conflict and workplace mistreatment (see OO, LSMC, SOF)
- Professional rights and responsibilities (see SOF, OO)
- Questions regarding discriminatory actions (see UCIRO, OO)
- Retaliatory treatment (see UCIRO, OO)
Descriptions of U.W. Offices that provide problem-solving and dispute-resolution services to faculty:

**Ombudsman’s Office (OO)** [http://www.washington.edu/about/ombudsman/](http://www.washington.edu/about/ombudsman/) — is a readily available resource for faculty and other members of the University community for information, education, and confidential consultation regarding conduct or conflict in the University environment. A designated neutral, the Ombudsman provides options for conflict prevention, management, and resolution. Conciliation (as defined in Chapter 27 of the Faculty Code), mediation, and referral services are provided.

**University Complaint Investigation and Resolution Office (UCIRO)** [http://www.washington.edu/admin/risk/services/uciro.html](http://www.washington.edu/admin/risk/services/uciro.html) — conducts neutral, internal investigations of complaints that University policies prohibiting discrimination, harassment, and retaliation have been violated. UCIRO guides, participates in, or refers parties to a variety of resolution activities, including mediation and other alternative dispute-resolution mechanisms. These activities are often undertaken in conjunction with Human Resources, the Provost’s Office, the Ombudsman’s Office, and other appropriate University units.


**The Secretary of the Faculty (SOF)** [http://www.washington.edu/faculty/sharedgov/](http://www.washington.edu/faculty/sharedgov/)
- helps colleagues determine their rights as faculty members at the U.W. and should be contacted if a faculty member anticipates filing a formal conciliation or adjudication.
- NOTE: Faculty members with supervisory responsibilities have an obligation to uphold University policy, particularly in regard to establishing and maintaining work environments free from discriminatory or illegal conduct. Faculty members should report complaints of discriminatory or illegal conduct to their supervisors, who in turn will consult, as necessary, with the appropriate offices referenced in this brochure. A faculty member’s complaint regarding the conduct of a supervisor may be taken to the individual who oversees that supervisor.

**Directory:**
Law School Mediation Clinic Director Box 353020 685-4140
mediates@u.washington.edu

Ombudsman’s Office (OO) Ombudsman Box 352238 543-6028
ombuds@u.washington.edu

Secretary of the Faculty Box 351271 685-2702
secfac@u.washington.edu

University Complaint Investigation and Resolution Office (UCIRO) Box 354996 616-2028
uciro@u.washington.edu