Common topics: Supervisor/employee dynamics Navigating challenging relationships Understanding policies & procedures Advocating for yourself Sharing or clarifying your thoughts around an issue Perceived unfair treatment · Miscommunications between supervisors, coworkers and employees Preparing for a difficult conversation and ways to discuss issues Incivility in the workplace · Health, safety and well-being Conflict within the organization/ workplace Cultural misunderstandings Career progression and development

To schedule an appointment

Melissa Emerson University Ombuds (970) 491-1527 melissa.emerson@colostate.edu

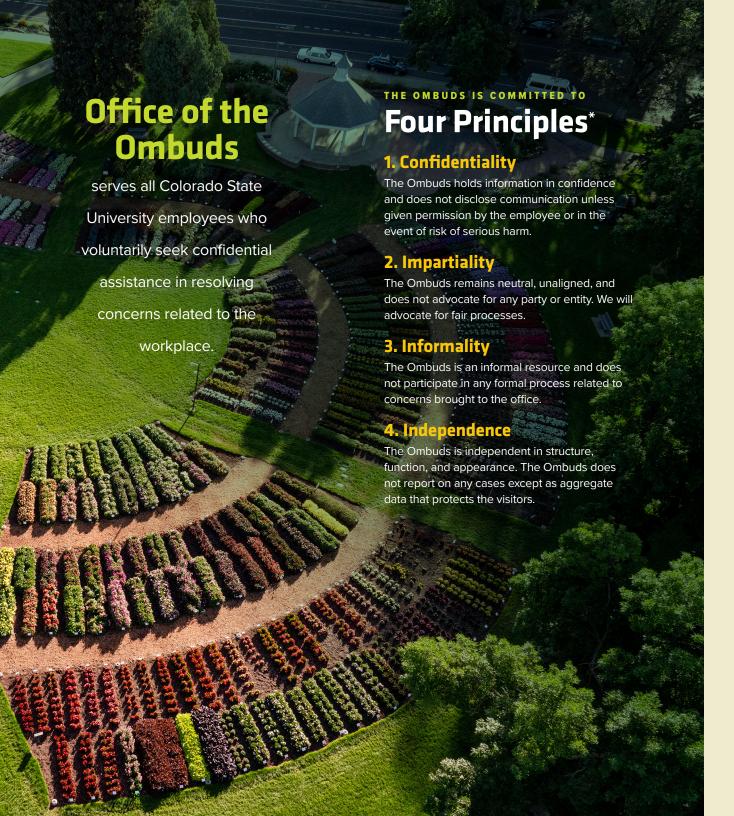
Matt Ricke, Ph.D. University Ombuds (970) 491-0936 matt.ricke@colostate.edu

OFFICE LOCATION

316 General Services Building Colorado State University Fort Collins, Colorado 80523 ombuds.colostate.edu



OFFICE OF THE **Ombuds** A confidential campus resource to assist employees navigating concerns or conflict in the workplace. COLORADO STATE UNIVERSITY



What we do:

- Listen to issues and concerns
- · Help identify a range of options for solving problems
- Answer questions or make appropriate referrals to others who can assist
- Offer information about CSU policies and procedures
- Facilitate communication between people
- Informally mediate disputes to seek satisfactory resolution for all parties
- Offer coaching to prepare for difficult conversations
- Identify trends or perceived systemic problems while making recommendations for institutional improvements within the organization

We do not:

- Participate in formal grievance processes, make administrative decisions, investigate or determine findings or assign sanctions
- Offer legal advice, psychological counseling, or receive official "notice" for the University
- Have "responsible employee" obligations related to sexual harassment/misconduct
- Have the same reporting requirements as other employees

*These principles are in adherence to the International Ombuds Association Code of Ethics and Standards of Practice.

ombuds.colostate.edu