



A Faculty Guide to Dispute Resolution at the University of Washington

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Faculty Council on Faculty Affairs
in cooperation with the Secretary of the Faculty.
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Please direct questions and/or requests for copies of the brochure to:
Secretary of the Faculty
Box: 351271
Phone: 543-2637
E-mail: secfac@u.washington.edu

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.

Policies and procedures that pertain to many of the situations described here are addressed in the [Faculty Code](#) (Volume Two, Part II of the [UW Handbook](#), available at <http://www.washington.edu/faculty/facsenate/handbook/Volume2.html>). Chapters 27 and 28 define the available Conciliatory and Adjudicative Procedures for the Resolution of Differences. Access to these formal procedures is in no way compromised by seeking alternative resolution of differences -- in fact, it is encouraged.

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/> -- 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://compliance.uw.edu/UCIRO> -- 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.

Law School Mediation Clinic (LSMC)

<http://www.law.washington.edu/Clinics/Mediation.html>

-- mediates all types of disputes except family matters. Typical cases include co-workers in conflict, student-staff-faculty, consumer, and landlord-tenant matters.

The Secretary of the Faculty (SOF)

<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