

The Office of the Ombuds

John Armijo

Interim Director

Campus Ombudsperson

Nicholas Raichart

Associate Ombudsperson

Sue Presley

Program Representative

What Is an Ombudsperson?

- An independent, neutral “third party”
- Assists faculty, staff and students
- Works to resolve issues informally
- Provides feedback and recommends changes to institution

What Is an Ombudsperson?



Confidential



Neutral



Informal



Independent

What Is an Ombudsperson?



Confidential

Neutral

Informal

Independent

What Is an Ombudsperson?



Confidential



Neutral



Informal



Independent

What Is an Ombudsperson?



Confidential

Neutral

Informal

Independent

Confidential

- All identities and information discussed are held in confidence
- No formal records are kept
- Not an “Office of Notice” to the University

Exception:

Imminent risk of serious harm

Neutral

- Do not take sides
- Aim for a fair and equitable outcome for all parties
- Do not “represent” management, staff, faculty or students

Informal

- **Facilitates communication**
- **Discusses options**
- **Coaching, role-playing, brainstorming**
- **Conducts “shuttle diplomacy” or mediation**

**Will not participate in formal proceedings
(grievances, arbitrations, legal proceedings)**

Independent

- Operates independently of usual administrative structures
- Reports to Ethics and Compliance in the Chancellors office for administrative and budgetary purposes only – will not disclose identities of visitors or issues discussed

Common Issues

- Questions re: policies and procedures
- Communication issues
- Performance evaluations/discipline
- Harassment/discrimination
- Ethical considerations
- Whistleblowing
- Research data/authorship disputes

Common Student Issues

- **Concerns with grading / fairness**
- **Discipline (academic and nonacademic)**
- **Issues arising from power disparities:**
 - **PI / Advisor concerns**
 - **Authorship / use of research**
- **Disability accommodations**
- **Cultural sensitivities**

Contacting the Ombuds Office

**To make an appointment, please call
(858) 534-0777**

**Location
Pepper Canyon Hall
Suite 402**