

The University of South Alabama Faculty Ombudsperson is an independent, confidential and impartial resource available to the faculty to facilitate cooperation and consensus through education and mediation. The ombudsperson is a designated neutral or impartial dispute resolution practitioner whose major function is to provide confidential and informal assistance to faculty of the institution. Serving as a designated neutral, the Ombudsperson is not an advocate for any individual, the University, or any academic unit; rather, he/she serves as an advocate for fairness and acts as a source of information and referral, aids in answering questions, and assists in the resolution of concerns and critical situations.

More specifically, the ombudsperson engenders awareness and skill development in the areas of conflict resolution, communication, team-building, and civility.

The ombudsperson endeavors to assist all tenured, tenure-track, non-tenure track, clinical, research, and annual appointment faculty members in the resolution of concerns and complaints with the goal of promoting alternatives to adversarial processes. Activities of the ombudsperson do not supplant the University's existing formal Faculty Grievance, Equal Opportunity Employment, Sexual Harassment Resolution, or other existing complaint resolution processes. Staff and student conflicts should be directed to the Department of Human Resources and the Division of Student Affairs respectively.

#### Dispute Resolution/Consultation and Referral:

Provide impartial and – to the extent allowed by law and University policy - confidential consultation to members of the faculty who consider themselves to have been aggrieved or are concerned about an issue

