

[om' buhdz]

Ombuds - n. (Swedish) An impartial and confidential resource dedicated to assisting individuals in the navigation of conflict resolution processes.

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UF | Office of the Faculty Ombuds
UNIVERSITY of FLORIDA

The Office of the Faculty Ombuds is a university resource created in 2014 at the request of the Faculty Senate. It provides a safe and confidential place for discussing work-related and interpersonal issues. Contact the Ombuds for a confidential meeting at a time and location convenient for you.

The Ombuds is:

- Confidential - The Ombuds holds communications in strictest confidence and will not release or disclose the nature of discussions unless given permission to do so.
- Neutral and Impartial - The Ombuds remains unaligned and impartial and does not engage in any situation that could create a conflict of interest.
- Independent - The office is independent in structure and function to the highest degree possible.
- Informal - The Ombuds does not participate in any formal administrative processes of the university or become involved with issues of faculty's rights under collective bargaining.

The Ombuds can and will:

- Direct you to appropriate resources and offices
- Listen to complaints, concerns, and problems
- Explain options related to UF regulations
- Open channels of communication
- Refer you to helpful resources

The main objectives of the office are to:

- Help faculty explore options for resolving university-related problems
- Learn about existing UF regulations and procedures

Faculty members are encouraged to speak with the Ombuds if:

- Early and informal advice is needed
- A neutral and impartial perspective is necessary to gain insight into a problem
- There is uncertainty about resolving problems through normal or formal channels

Functions:

- Listens to you
- Answers your questions
- Analyzes your situation
- Provides information and advice
- Explores possible solutions
- Suggests appropriate referrals