

Workplace Support Matrix for Non-Organized UI Employees

I have a concern about....

My options include:

| | My Health & Safety, Harassment, Retaliation | My Professional Relationship: Supervisor, Co-worker, Customer | My Employment Status: Pay, Performance, Work Environment | Potential Discipline |
|--------------------------|---|--|---|---|
| People to talk to: | Public Safety Threat Assessment Team Sexual Misconduct Response Crd. Equal Opportunity & Diversity | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator Organizational Effectiveness | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator Employee Relations | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator Employee Relations |
| Confidential resources | **Ombudsperson Employee Assistance Program RVAP/WRAC | **Ombudsperson Employee Assistance Program | **Ombudsperson Employee Assistance Program | **Ombudsperson Employee Assistance Program |
| Web resources | Threat Assessment Team Faculty & Staff Disability Svc Workers Comp Sexual Misconduct Response Crd./ EOD | Conflict Management Online Learning Learning and Development | Self Service / My UI Career University Pay Practices Performance Management | Conflict Management Administrative Leave EOD Investigations |
| University policies (OM) | Violence Harassment Anti-Retaliation Non-discrimination Human Rights | Ethics and Responsibilities | Ethics and Responsibilities Regent Merit Rules | Conflict Management Regent Merit Rules Univ. Relationship with P&S Access to Personnel Files |
| Other | Health Coach Service Environmental Health and Safety | Univ. Strategic Plan/Core Values Universal Competencies | | Personal attorney at individual expense |

Workplace Support Matrix for Non-Organized UI Employees

I want to....

My options include:

| | Report Misconduct | File a Complaint | Improve My Work Situation | Find Support or Guidance |
|--------------------------|---|---|--|--|
| People to talk to: | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator **Ombudsperson Employee Assistance Program / EOD Sexual Misconduct Response Coord. | HR Reps, Administration, EOD Sexual Misconduct Response Coord. **Ombudsperson Employee Assistance Program, RVAP / WRAC | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator Organizational Effectiveness | Unit HR Rep/Senior HR Leader Supr/DEO/Administrator University HR |
| Confidential resources | Ethics Point (web/phone) **Ombudsperson Employee Assistance Program Rape Victims Advocacy Program | No confidential resources for filing complaints | **Ombudsperson Employee Assistance Program | **Ombudsperson Employee Assistance Program |
| Web resources | Ethics and Conduct Research Misconduct Sexual Misconduct Response Coord. Equal Opportunity & Diversity | Administrative Review Grievance Procedures (P&S/Merit Exempt) | Learning and Development Online Learning Career Development Advising | Learning and Development Career Development Advising Family Services |
| University policies (OM) | Financial Fraud / Human Rights Acceptable Use of Technology Research Misconduct Anti-Harassment / Anti-Retaliation Conflict of Interest | Violence Harassment Anti-Retaliation Non-discrimination Human Rights | Compensation and Classification Regent Merit Rules | Univ. Relationship With P&S Conflict Mgmt. Resources Ethics and Responsibilities |
| Other | Criminal Activity: Department of Public Safety / 911 | | | Your Staff Councilor Health Coach Service |

**These resources operate with confidentiality for staff.