Workplace Support Matrix for Non-Organized UI Employees

I have a concern about....

My options include:

People to talk to:
- My Health & Safety, Harassment, Retaliation
  - Public Safety
  - Threat Assessment Team
  - Sexual Misconduct Response Crd., Equal Opportunity & Diversity
- My Professional Relationship: Supervisor, Co-worker, Customer
  - Unit HR Rep/Senior HR Leader
  - Supr/DEO/Administrator
  - Organizational Effectiveness
- My Employment Status: Pay, Performance, Work Environment
  - Unit HR Rep/Senior HR Leader
  - Supr/DEO/Administrator
  - Employee Relations
- Potential Discipline
  - Unit HR Rep/Senior HR Leader
  - Supr/DEO/Administrator
  - Employee Relations

Confidential resources
- **Ombudsperson
  - Employee Assistance Program
  - RVAP/WRAC

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
- Conflicts Management
  - Administrative Leave
  - EOD Investigations

University policies (OM)
- Violence
  - Harassment
  - Anti-Retaliation
  - Non-discrimination
  - Human Rights
- Ethics and Responsibilities
  - Regent Merit Rules
- Conflicts Management
  - Regent Merit Rules
  - Univ. Relationship with P&S
  - Access to Personnel Files
- Self Service / My UI Career
  - University Pay Practices
  - Performance Management

Other
- Health Coach Service
  - Environmental Health and Safety
- Univ. Strategic Plan/Core Values
  - Universal Competencies
- Personal attorney at individual expense

**These resources operate with confidentiality for staff.

Revision 10/1/2020
Workplace Support Matrix for Non-Organized UI Employees

I want to....

My options include:

People to talk to:
- Confidential resources
- Web resources
- University policies (OM)
- Other

Confidential resources
- Ethics Point (web/phone)
- **Ombudsperson Employee Assistance Program
- Rape Victims Advocacy Program

Web resources
- Ethics and Conduct
- Research Misconduct
- Sexual Misconduct Response Coord.
- Equal Opportunity & Diversity

University policies (OM)
- Financial Fraud / Human Rights
- Acceptable Use of Technology
- Research Misconduct
- Anti-Harassment / Anti-Retaliation
- Conflict of Interest

Other
- Criminal Activity: Department of Public Safety / 911

Report Misconduct
- Unit HR Rep/Senior HR Leader
- Supr/DEO/Administrator
- **Ombudsperson
- Employee Assistance Program / EOD
- Sexual Misconduct Response Coord.

File a Complaint
- HR Reps, Administration, EOD
- Sexual Misconduct Response Coord.
- **Ombudsperson Employee Assistance Program, RVAP / JWRAC

Improve My Work Situation
- Unit HR Rep/Senior HR Leader
- Supr/DEO/Administrator
- Organizational Effectiveness

Find Support or Guidance
- Unit HR Rep/Senior HR Leader
- Supr/DEO/Administrator
- University HR

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