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**DIRECT
COMMUNICATION**

Seek resolution by speaking with the person directly as soon as possible; skillfully address the conflict through dialogue, set boundaries as needed. See section on "Skills Building Resources" in order to prepare for the conversation and manage the conflict.

FACULTY OMBUDS

Faculty ombuds offer a confidential, neutral, independent, and informal space to talk through conflict concerns without fear of retribution; consider possible informed pathways to address concerns.

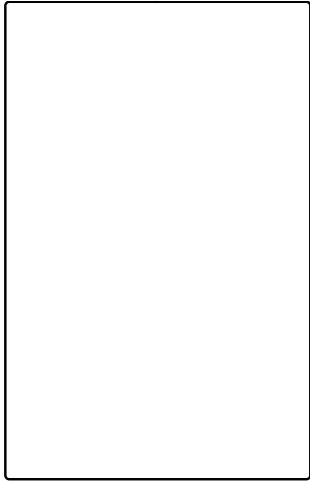


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**INTERMEDIATE
PROCEDURE**

If informal resolution is untenable, a written grievance can be submitted to CFA Subcommittee on Grievances. See Faculty Handbook for more information.

ILLUSTRATION



**ADMINISTRATIVE
COLLEAGUES AND
OTHER MENTORS**

Discuss situation with a department/program chair, dean of the faculty, colleague in the Office of Justice, Equity, Belonging, and Identity, or other trusted mentor; seek strategies to resolve conflict.



Faculty who believe they have been subjected to discrimination, harassment, sexual misconduct, or any other behavior that might constitute a violation of *Sexual Misconduct Policy*