

1. This chart describes the shared governance grievance processes overseen by faculty & described in the Bylaws of the General Faculty. General Faculty members may choose to bring any grievance directly to the GCC for review, but are encouraged first to exhaust the options for resolving the grievance up the administrative chain (dept. head, dean, etc.), or through informal resolution, as appropriate

a) Grievances involving allegations of sexual or other impermissible harassment or allegations of discrimination on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information should go directly to the Office of Institutional Equity

b) Any grievances involving issues of misconduct in research, scholarship, or creative endeavor; conflict of commitment, or facilities misuse should go to the University Committee on Ethics and Commitment

c) Cases involving suspension or dismissal; or with adverse decisions on promotion, tenure, continuing status, or nonrenewal as a result of allegedly discriminatory or unconstitutional action; or for release from employment [ABOR 6-201L] go directly to CAFT

2. All grievances (excluding those, above) are reviewed by the GCC. The GCC routes the grievance to the appropriate venue. The GCC may suggest

administrative or informal resolution or decline to forward the grievance to CAFT or the Committee on Conciliation, as outlined in the Bylaws

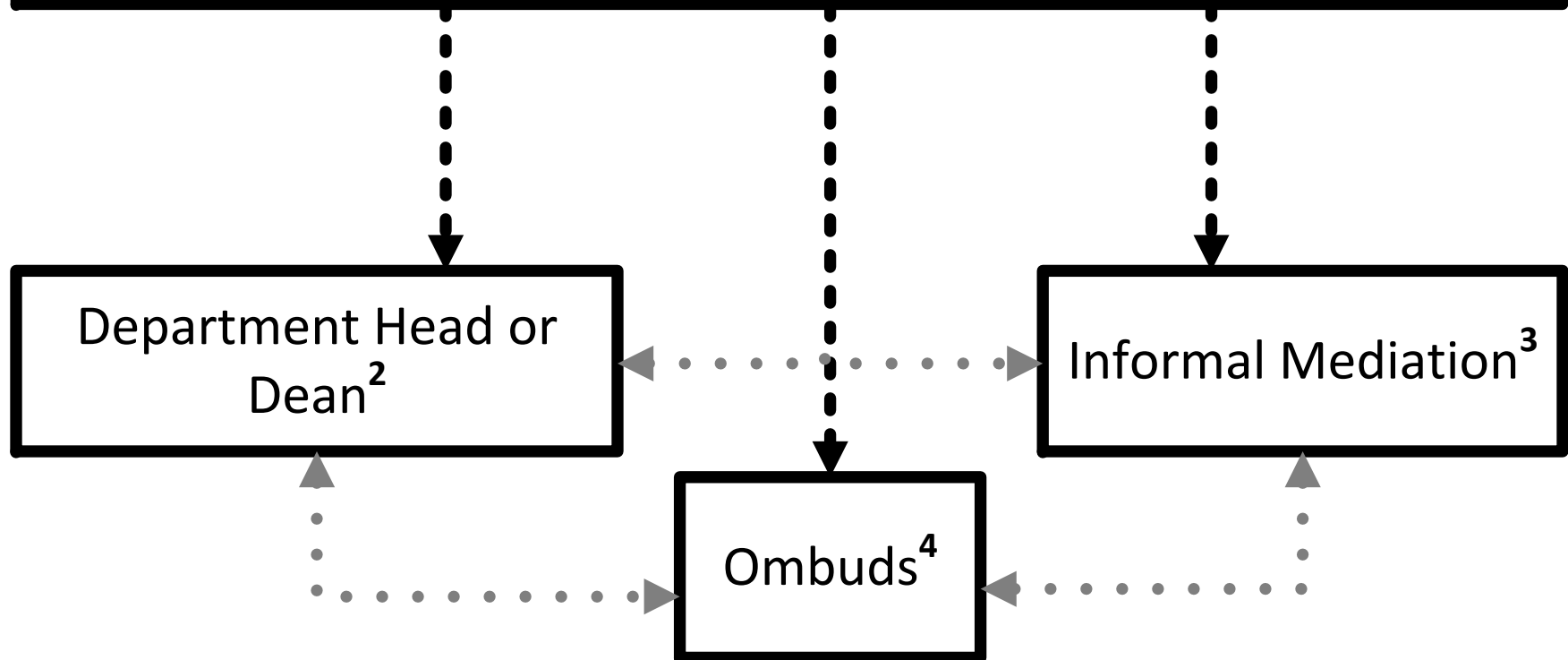
3. The Committee on Conciliation has jurisdiction to make inquiry and discuss issues. They consult and advise but do not conduct hearings. If conciliation is not successful, within 30 days the grievant may refer the issue back to GCC.

4. If the GCC declines to forward a grievance to CAFT, as outlined in the Bylaws, the grievant may appeal that decision to a group of neutral faculty appointed by the Chair of the Faculty. With the recommendation of this group, the GCC may then choose either to affirm the decision to decline to send the grievance forward, or overrule that decision and send the grievance to CAFT

5. CAFT reviews grievances referred to them and determines whether or not to recommend a formal hearing. Cases with suspension or dismissal; or with adverse decisions on promotion, tenure, continuing status, or nonrenewal as a result of allegedly discriminatory or unconstitutional action; or for release from employment [ABOR 6-201L] automatically receive a CAFT hearing

6. Following the formal hearing, CAFT forwards their recommendation to the President, who makes the final decision. The President's decision may be appealed, under certain conditions. See the Bylaws for more information

# Administrative and Informal Grievance Processes<sup>1</sup>



1. This chart represents informal and administrative grievance processes. Currently the Bylaws describe the Council on Conciliation as an informal means of resolution. **The current proposal moves the CC into the formal grievance workflow. This is the only proposed change to the grievance process and is unanimously supported by the chairs of the various grievance committees.**

2. In most cases, grievants should exhaust the options for resolving their grievance up the administrative chain (department head, dean, etc.) or through the informal resolution methods described here before filing it with the Faculty Center for review by the Grievance Clearinghouse Committee.

3. The Point of View Informal Mediation, sponsored by Human Resources, provides neutral, trained mediators from the University community. Those who elect to use this process are provided an opportunity to share their uninterrupted point of view. The mediator does not decide who is right or wrong; instead, the mediator helps people understand the conflict and brainstorm options to solve it.

4. The Ombuds program provides informal assistance to prevent or resolve disputes or problems in a neutral setting, to facilitate communication, to preserve or improve working relationships ,and to create a better working environment.