

## **Recommendation to Establish an Office of the University Ombudsman for Faculty, Students, and Staff**

It is hereby resolved by the Staff Advisory Council of Case Western Reserve University that there be established an Office of the University Ombudsman, created in accordance with the Standards of Practice and Code of Ethics of the International Ombudsman Association (IOA).

### **Whereas**

Case Western Reserve University is committed to establishing and perpetuating an equitable work environment that fosters trust and transparency; and

The systematic establishment of a safe, privileged resource for faculty, students, and staff where they might seek advice in their development of cross-cultural understanding and appreciation of the worth of each individual will promote an institutional culture based on a foundation of ethics and equity; and

The university's Sexual Misconduct Policy limits employees who may become party to an investigation to advice from a "support person" who must be "a current member of the university community" but is not privileged or confidential support resource; and

CWRU's new Strategic Plan Think Beyond the Possible states that the University will "create a university-wide culture and infrastructure that inspires trust, and fosters personal and professional development" and will "invest in the professional development ... of staff",

### **Be it Resolved**

That we, the members of the Staff Advisory Council of Case Western Reserve University, hereby recommend the following:

- Establishment of an Office of the University Ombudsman, reporting to the President, and
- Installment of one or more ombudsmen as a privileged resource for individual faculty, students, or staff members to receive questions and complaints, and, where appropriate, to investigate and address concerns of maladministration or violation of policy.

Respectfully submitted,  
Policy Committee, Staff Advisory Council  
James Nauer & Karen Romoser, Co-Chairs