RESOLUTION
SSR 2020/2021-004

I. Resolution Name: Campus Employee Conflict Resolution Resources

II. Committee Assigned/Sponsoring Committee: Policy and Staff Welfare

III. Stated Resolution:

Be it resolved that the University of Central Oklahoma Staff Senate acknowledges the potential for interpersonal and/or ethical conflict within the workplace and encourages the office of Human Resources, specifically the Employee Relations team, to publish and publicize a list of university resources related to the resolution of these issues.

IV. Definition of Terms:

Resources in this resolution refers to the following:
- UCOMMENT
- Employee Assistance Program
- Ethics Point
- UCO Employee Relations
- UCO Talent Development
- Additional resources as they become available or are deemed relevant by the appropriate department

V. Justification:

During the course of research regarding ombuds programs both at UCO and at peer institutions, it became apparent that there are several resources available to current employees related to resolving interpersonal and/or ethical conflicts in the workplace. Concerns raised to the Staff Senate indicate there is a lack of familiarity with these resources. Publishing and publicizing these resources should help foster a campus culture where employees feel empowered to report interpersonal and/or ethical conflicts.

VI. Office(s) Contacted: (List all offices/departments contacted for information, and keep record of the conversations in your Senate files.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>William Radke</td>
<td>Faculty Ombudsperson</td>
<td>November 11, 2020</td>
</tr>
<tr>
<td>Erika Cerda</td>
<td>Employee Relations</td>
<td>January 27, 2021</td>
</tr>
</tbody>
</table>

VII. Office(s) Affected: (Be specific, as these offices may receive the resolution, if passed.)

a. All university divisions
VIII. Directed to: (List individual(s), office(s), or department(s) that are to receive the resolution, if passed.)
   a. Human Resources

Passed by consent of the UCO Staff Senate this 4th day of May, 2021

Scott DeBoard
Scott DeBoard, Staff Senate President