Workplace Support Matrix for Non-Organized UI Employees

I have a concern about....

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

People to talk to:

Confidential resources

- Ombudsperson
  - Faculty & Staff Svc/EAP
  - RVAP/WRAC

Web resources

- Threat Assessment Team
  - Faculty & Staff Disability Svc
  - Workers Comp
  - Sexual Misconduct Response Crd. / EOD

- Conflict Management
  - My Quick Coach
  - Learning and Development

- Self Service / My UI Career
  - University Pay Practices
  - Performance Management

- Conflict Management
  - Administrative Leave
  - EOD Investigations

University policies (OM)

- Violence
  - Harassment / Sexual Harassment
  - Anti-Retaliation
  - Non-discrimination
  - Human Rights

- Ethics and Responsibilities

Other

- Health Coach Service

- Univ. Strategic Plan/Core Values
  - Universal Competencies

- Ethics and Responsibilities
  - Regent Merit Rules

- Conflict Management
  - Regent Merit Rules
  - Univ. Relationship with P&S
  - Access to Personnel Files

- Personal attorney at individual expense

Revision Date 4/06/2015
# Workplace Support Matrix for Non-Organized UI Employees

## I want to....

<table>
<thead>
<tr>
<th>My options include:</th>
<th>Report Misconduct</th>
<th>File a Complaint</th>
<th>Improve My Work Situation</th>
<th>Find Support or Guidance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>People to talk to:</strong></td>
<td>Unit HR Rep/Senior HR Leader Supr/DEO/Administrator</td>
<td>HR Reps, Administration, EOD Sexual Misconduct Response Coord.</td>
<td>Unit HR Rep/Senior HR Leader Supr/DEO/Administrator Organizational Effectiveness</td>
<td>Unit HR Rep/Senior HR Leader Supr/DEO/Administrator University HR</td>
</tr>
<tr>
<td>Confidential resources</td>
<td>Ethics Point (web/phone) Ombudsperson Faculty &amp; Staff Svc/EAP Rape Victims Advocacy Program</td>
<td>No confidential resources for filing complaints</td>
<td></td>
<td>Ombudsperson Faculty &amp; Staff Svc/EAP</td>
</tr>
<tr>
<td>Other</td>
<td>Criminal Activity: Department of Public Safety / 911</td>
<td></td>
<td></td>
<td>Staff Council Member Health Coach Service</td>
</tr>
</tbody>
</table>

***These resources operate with confidentiality for staff.