

UC Berkeley Academic Senate Faculty Grievance Workflow

Use the diagram below to determine steps to resolve a workplace grievance.

1.

Individual Resolution: If appropriate, meet 1-on-1 with the individual / group involved in the conflict to discuss the issue. Sometimes issues are misunderstandings that can be resolved with a conversation.

2.

Campus Resources for Advice: If desired, seek peer advice on how to proceed and what to expect (e.g., what is “normal”) from:

- Your department chair / college or school dean / trusted senior faculty member.
- The [Associate Vice Provost for the Faculty](#)
 - The AVPF can assist you with understanding issues around welfare, equity, and personnel review procedures.
- A [Faculty Link Core Advisor](#) (pilot program Spring 2020 – Spring 2021)
 - Seasoned faculty in a variety of academic fields who are available for 1-on-1 advising in a variety of content areas.
- [Academic Senate’s Faculty Ombudspersons \(OMB\)](#)
 - Sounding board and assistance in addressing concerns regarding actions by members of the Division and other officers of the University, by students, or by staff.
- [Academic Senate’s Panel of Counselors \(POC\):](#)
 - Consultation on whether and how to file a formal grievance with the Privilege & Tenure Committee regarding violations of the Faculty Code of Conduct, faculty rights & privileges enumerated in the Academic Personnel Manual (APM), disciplinary actions, or early termination.

(Note: OMB and POC faculty keep matters confidential to the extent possible, but are Responsible Employees in terms of their reporting obligations in relation to the UC Policy on Sexual Violence / Sexual Harassment)

3.

Campus Confidential Resources: Seek confidential support, and /or professional consultation for specific concerns:

- [Employee Assistance for Faculty and Staff](#)
 - **Confidential** counseling and referral service for employees, including faculty.
- [Faculty/Staff Disability Management](#)
 - **Confidential** consultative services regarding disability issues impacting work, including reasonable accommodations and return-to-work plans.
- [PATH to Care Center](#)
 - **Confidential** advocates provide affirming, empowering, free, confidential support to survivors of sexual harassment, sexual violence, and stalking; advocates bring a non-judgmental, caring approach to exploring all options, rights, and resources.
- [Staff Ombuds Office](#)
 - **Confidential**, professional ombuds services for staff and for faculty who perform management functions (including chairs and deans).

4.

Campus Resources for Reporting (Formal): If none of the above have solved the issue, file a formal complaint (which can trigger disciplinary action against another, and supportive measures for you) or a grievance (which can overturn a decision which disadvantages you):

Complaints:

- The [Office for the Prevention of Harassment & Discrimination](#) (OPHD)
 - Reporting resource for harassment or discrimination based on protected class(es) (including sexual harassment or violence).
- [The Vice Provost for the Faculty](#)
 - Reporting resource for violations of the Faculty Code of Conduct other than those violations reported to OPHD.
- [Whistleblower](#)
 - Reporting portal for all known or suspected instances of misuse of University resources and /or known or suspected instances of improper governmental activities by University employees.

Grievances:

- [Academic Senate's Committee on Privilege & Tenure](#) (P&T)
 - Receives and hears grievances from Senate faculty regarding violations of rights and privileges, including cases of early termination. Senate faculty should consult with the Senate's Panel of Counselors (POC) before filing a formal grievance with P&T (see #2).