

	<b>University Ombuds Office (UOO)</b>	<b>Office of Human Resources (OHR)</b>	<b>Equal Opportunity &amp; Access (EOA)</b>	<b>Office of Institutional Diversity (OID)</b>
<b>Comparison of Department Services</b>	Promotes a civil, inclusive, and healthy OSU campus climate for employees and students through 1) providing informal, impartial, independent, and confidential* conflict management services, 2) conflict management education and program outreach, and 3) identifying conflict trends and providing systemic feedback to administration.	Provides a comprehensive HR management program (benefits, classification and compensation, recruiting, employee and labor relations, training and development, HRIS) and leadership. Assists managers and employees in following and applying all HR-related policies and procedures. Interprets and negotiates matters relative to Collective Bargaining Agreements.	Is responsible for overseeing compliance with civil rights and affirmative action laws, regulations, and policies. The office provides leadership, guidance, and training in these key areas to ensure equitable and inclusive environments for all Oregon State University community members. EOA serves as the University's Title IX and Americans with Disabilities Act/Section 504 coordinating office.	The Office of Institutional Diversity is responsible for leading and coordinating efforts across the university to advance diversity, equity and inclusion. This includes providing comprehensive DEI education to university community members, consulting on organizational learning plans and strategic planning, and coordinating the university's Bias Response Team.
Contact	<a href="http://ombuds.oregonstate.edu">ombuds.oregonstate.edu</a>	<a href="http://hr.oregonstate.edu/">hr.oregonstate.edu/</a>	<a href="http://eoa.oregonstate.edu/">eoa.oregonstate.edu/</a>	<a href="http://diversity.oregonstate.edu">diversity.oregonstate.edu</a>
Serves a compliance function	No	Yes	Yes	No
Creates and enforces policy	No	Yes	Yes	No
Office of Notice	No	Yes	Yes	Yes
Conducts formal investigations	No (informal fact gathering only)	Yes	Yes	No (informal fact gathering only)
Participates in OSU formal procedures	No	Yes	Yes	Yes
Confidential	Yes*	Private, Not Confidential	Private, Not Confidential	Private, Not Confidential
Identifies systemic trends and patterns	Yes	Yes	Yes	Yes
Provides employee relations training	Yes <ul style="list-style-type: none"> <li>• Interpersonal and organizational conflict management</li> <li>• Addressing bullying</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Classification/compensation</li> <li>• Benefits</li> <li>• Strategic conversations</li> <li>• Labor agreements</li> <li>• Employee performance</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Title IX</li> <li>• Sexual harassment response and prevention</li> <li>• Discrimination and discriminatory harassment</li> <li>• Accessibility</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Interpersonal Skill Building</li> <li>• Organizational Skill Building</li> <li>• Leadership Learning</li> <li>• Coaching</li> </ul>
Provides guidance and consultation	Yes <ul style="list-style-type: none"> <li>• Individual conflict resolution and management</li> <li>• Organizational conflict management and conflict climate</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Policy and compliance</li> <li>• Individual and Organizational Development</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Policy and compliance</li> </ul>	Yes <ul style="list-style-type: none"> <li>• Individual and Organizational Development</li> <li>• Organizational and Campus Climate</li> <li>• Cultural and Organizational Change</li> <li>• Strategic Planning</li> </ul>

\*Confidentiality cannot be promised in matters relating to threats to public safety, child abuse, if there is imminent risk of serious harm, or if compelled by a court of law.

# University Ombuds

# Office of Advocacy

Yes	Student concerns	Yes
<b>Yes</b>	Employee concerns	<b>No</b>
Yes	Informal	Yes
<b>No</b>	Formal	<b>Yes</b>
<b>No</b>	Advocates for visitors	<b>Yes</b>
Yes	Advocates for fair process	Yes
<b>Yes</b>	Neutral/Impartial mediation services	<b>No</b>
<b>Yes</b>	Conflict management education	<b>No</b>

The **University Ombuds Office** promotes a civil and inclusive campus community by providing informal, impartial, and confidential\* conflict management services to all members of the Oregon State University community. The responsibility of our office is to listen to your concerns, value diverse perspectives, help you explore options for resolution, provide facilitation or mediation services when appropriate, and remain impartial to all parties involved. The University Ombuds Office functions independently and provides a safe place to share your concerns.

*\*Confidentiality cannot be promised in matters relating to serious crime or child abuse, if there is imminent risk of serious harm or if compelled by a court of law. Speaking with an Ombuds does not constitute legal notice to the University of any problem, concern or complaint. You must pursue alternative complaint avenues if you wish to obligate the University to respond in any way. The Ombuds has no duty or responsibility to report incidents to any person or authority, other than as described above.*

541-737-4537 • Waldo 116  
oregonstate.edu/ombuds/

The **Office of Advocacy** protects and supports Oregon State University students' rights and empowers their voices. The responsibility of our office is to research issues prominent in student life at Oregon State University. The Office of Advocacy collaborates with Oregon State administration, various OSU departments, student-led groups, and within ASOSU itself to offer support and guidance for every student. The Office of Advocacy functions as a member of ASOSU. We are a Safe Space. We are confidential. We advocate.



541-737-9200 • Student Experience Center 325  
asosu.oregonstate.edu/advocacy