### Comparison of Department Services

<table>
<thead>
<tr>
<th>University Ombuds Office (UOO)</th>
<th>Office of Human Resources (OHR)</th>
<th>Equal Opportunity &amp; Access (EOA)</th>
<th>Office of Institutional Diversity (OID)</th>
</tr>
</thead>
</table>
| **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, 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.** |

<table>
<thead>
<tr>
<th><strong>Contact</strong></th>
<th><strong>ombuds.oregonstate.edu</strong></th>
<th><strong>hr.oregonstate.edu/</strong></th>
<th><strong>eoa.oregonstate.edu/</strong></th>
<th><strong>diversity.oregonstate.edu</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Serves a compliance function</strong></td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Creates and enforces policy</strong></td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td><strong>Office of Notice</strong></td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td><strong>Conducts formal investigations</strong></td>
<td>No (informal fact gathering only)</td>
<td>Yes</td>
<td>Yes</td>
<td>No (informal fact gathering only)</td>
</tr>
<tr>
<td><strong>Participates in OSU formal procedures</strong></td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Confidential</strong></td>
<td>Yes*</td>
<td>Private, Not Confidential</td>
<td>Private, Not Confidential</td>
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</tr>
<tr>
<td><strong>Identifies systemic trends and patterns</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>
| **Provides employee relations training** | Yes  
- Interpersonal and organizational conflict management  
- Addressing bullying | Yes  
- Classification/compensation  
- Benefits  
- Strategic conversations  
- Labor agreements  
- Employee performance | Yes  
- Title IX  
- Sexual harassment response and prevention  
- Discrimination and discriminatory harassment  
- Accessibility | Yes  
- Interpersonal Skill Building  
- Organizational Skill Building  
- Leadership Learning  
- Coaching |
| **Provides guidance and consultation** | Yes  
- Individual conflict resolution and management  
- Organizational conflict management and conflict climate | Yes  
- Policy and compliance  
- Individual and Organizational Development | Yes  
- Policy and compliance | Yes  
- Individual and Organizational Development  
- Organizational and Campus Climate  
- Cultural and Organizational Change  
- Strategic Planning |

*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.