

**Office of the University
Ombudsperson**

Office of Human Resources

**Employee Assistance
Program**

Office of Institutional Equity

Comparison of Department Services	Promotes a civil, inclusive, and healthy campus climate for employees through: <ul style="list-style-type: none"> informal, impartial, independent, and confidential* conflict management services conflict management education and collaborative outreach identifying conflict trends and providing periodic systemic feedback to leadership 	Provides a comprehensive range of HR programs and services supporting all employees. These include: Hiring, onboarding/offboarding, training and development; Managing compensation and benefits, position classification, and oversight of HR policies, personnel records, and HR systems; Employee relations functions include coaching regarding interpersonal conduct, conflict resolution, performance management, reorganizations, and policy administration.	An external resource that provides employees and their immediate family members with confidential and professional resources to address personal and work-life balance concerns. Services include: <ul style="list-style-type: none"> Counseling assessments Legal and financial consultations Child and elder care resources On-line access to resources In-The-Moment, 24/7 support 	Promotes an equitable and safe learning, living, and working environment. Oversees and coordinates the university's response to concerns about protected class discrimination and harassment, sexual misconduct, and related retaliation; and partners with other key campus resources to ensure that the university's related policies, procedures, support, and assistance are effective, fair to all involved, and consistent with the university's mission and values. Coordinates Supportive Measures.
Contact	https://www.seattleu.edu/university-ombudsperson/	https://www.seattleu.edu/hr/	https://www.seattleu.edu/hr/well-being-resources/resources-for-living-eap/	https://www.seattleu.edu/equity/
Serves a compliance function	No	Yes	No	Yes
Creates and enforces policy	No	Yes	No	Yes
Office of Notice	No	Yes	No	Yes
Conducts formal investigations	No	Yes	No	Yes
Participates in SU formal procedures	No	Yes	No	Yes
Confidentiality	Confidential*	Private, Not Confidential	Confidential*	Private, Not Confidential
Identifies systemic trends	Yes	Yes	Yes	Yes
Provides employee training & development	Yes <ul style="list-style-type: none"> Interpersonal and organizational conflict management Addressing bullying Conflict climate 	Yes <ul style="list-style-type: none"> Orientation & benefits Supervisor development Coordinates specialized trainings with campus partners Provides a series of on-line trainings through Linked-In 	Yes <ul style="list-style-type: none"> Offers a webinar library with trainings on a variety of work-life topics 	Yes <ul style="list-style-type: none"> Orientation Training for Title IX team members Bias & Intercultural Competency Process overview Provides specialized programs and trainings with campus partners
Provides guidance and consultation	Yes <ul style="list-style-type: none"> Individual conflict resolution and management Organizational conflict management and conflict climate 	Yes <ul style="list-style-type: none"> Policy and procedures Individual and organizational development Coaching and guidance in all aspects of the employment function 	Yes <ul style="list-style-type: none"> Provides support to employees and their immediate household members Counseling and work-life services in a quick, confidential format and provides support in steps toward resolution 	Yes <ul style="list-style-type: none"> Conflict resolution and management Informal resolution

*Confidentiality cannot be promised if there is imminent risk of serious harm, issues concerning child abuse or neglect, vulnerable adults, threats to public safety, or if compelled by law.