

August 31, 2020

- TO: President Jere Morehead 213 Administration Building
 FROM: E. Janyce Dawkins, Director *EJD* Equal Opportunity Office 278 Brooks Hall
- RE: 2019-2020 Ombudsperson Report

This report marks the eleventh annual Ombudsperson Program report since the Ombudsperson Program ("Program") began on October 1, 2008. This annual report is charged with discussing trends or patterns in the reporting of issues and concerns by students, faculty and staff and making recommendations for changes or improvements to existing policies and procedures.¹ The Program was initiated in 2008 to address concerns about the handling of sexual harassment complaints. Since that time the landscape of sexual harassment has exploded in public awareness, in regulatory oversight, and in institutional priorities.

The Program has appropriately and responsibly responded to this awareness and currently serves as a confidential resource for persons requiring information and support for alleged instances of sexual misconduct. Nonetheless sexual harassment issues have consistently been a very small percentage of the ombudspersons contacts, though the number increased from 2 to $7.^2$

The three current ombudsperson are Dr. Jenny Gaver a Professor in the J.M. Tull School of Accounting as the Faculty Ombuds, Charisse Harper from the Office of the Dean of Students continues as the Student Ombuds, and Steve Gibson from the College of Agricultural and Environmental Sciences, the longest serving Ombuds, continues as the Staff Ombuds. All three have reported their desire to continue in their roles.

¹ See Ombudsperson Program Website: <u>http://www.uga.edu/ombudsperson/</u>

² There were 7 reports of sexual harassment to ombuds in the 2019-2020 reporting period. This represents 6.25% of the total concerns addressed and increase from the 2.7% of total reported last period.

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This has been a unique year for many reasons. With respect to contacts reported, there is a consistent observation that some contacts are more complex and time-consuming. Fortunately, none have reported that this has prevented them from performing their primary functions.

2019-2020 CONCERNS

The Ombuds addressed 112 concerns during the 2019-2020 reporting period. Interestingly, the number of contacts between student, faculty, and staff were virtually equal. A major difference this period is that there were only two student conduct issues reported while faculty and staff conduct had 23 contacts (up from 11) or 20.5% of total contacts. Workplace issues represented 40 contacts or 35.7% of total contacts. Consistent with areas of concern from last year's results, ten (10) of those contacts or 25% of those were involving concerns with supervision. Student concerns were concentrated on off-campus issues and safety with 11 contacts.

TOPIC FOR CONSIDERATION

Workplace issues continue to be the most prevalent issue. It was really good to see that student concerns have gone down, though this may have been a factor in the COVID situation.

SUMMARY

The Program continues to serve as a resource for the entire UGA community in a tangible way. The Ombuds provide an opportunity for UGA Community members to speak candidly about concerns and discuss those concerns in a safe environment. The opportunity to speak with ombuds in other USG institutions provide networking and learning opportunities that will help our ombuds grow in their roles and become more effective.

Thank you for your continued support.

Encls: 2019-2020 Ombudspersons Data Report

cc: Provost Jack Hu David Shipley

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Faculty/Staff Conduct Misc. Concerns TOTAL Financial Concerns Contracts, emergency loans, encumbrance Academic Academic probation/dismissal, add/drop, at transfer, incompletes, degree/graduation r Student Conduct Academic misconduct, alcohol, classroom sanctions, sexual harassment, theft, other. Classroom Instruction Attendance, course syllabus, discriminator personality confilicts, quality of instruction Faculty/Staff Performance Inaccurate advising, inattentiveness, incom Employment/Workplace Issues Training, supervision, performance evaluat discharge, unfit for duty, interpersonal con Faculty/Staff Conduct Deceitfulness, derogatory comments, discriminsubordination, job abandonment, workp Miscellaneous Policy Issues and Development, privacy issue off-campus housing, immigration issues, or	1 18 37 nces, fees, fi p, admissior on requirem om disruptio ner.	n, certific ents, me n, due pr	16 3 35 aid, fines, inde cation, clinical, edical withdray	/student tea vals, other.	6 5 39 Table 3 atus, insurance, aching course, cl	0 0 1 leases, paych losed classes,	eck, refun		23 26 112 on, tuition waiver, graduate assistantships, other. xams, credit transfer, incompletes,
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Contracts, emergency loans, encumbrance Academic Academic probation/dismissal, add/drop, a transfer, incompletes, degree/graduation r Student Conduct Academic misconduct, alcohol, classroom sanctions, sexual harassment, theft, other. Classroom Instruction Attendance, course syllabus, discriminator personality confilicts, quality of instruction Faculty/Staff Performance Inaccurate advising, inattentiveness, incom Employment/Workplace Issues Training, supervision, performance evaluat discharge, unfit for duty, interpersonal con Faculty/Staff Conduct Deceitfulness, derogatory comments, discri insubordination, job abandonment, workp Miscellaneous Policy Issues and Development, privacy issue off-campus housing, immigration issues, of	p, admission on requirem om disruptio ner.	n, certific ents, me n, due pr	cation, clinical, edical withdray	/student tea vals, other.	aching course, cl	losed classes,			xams, credit transfer, incompletes,
Academic Academic probation/dismissal, add/drop, a transfer, incompletes, degree/graduation r Student Conduct Academic misconduct, alcohol, classroom sanctions, sexual harassment, theft, other. Classroom Instruction Attendance, course syllabus, discriminator personality confilicts, quality of instruction Faculty/Staff Performance Inaccurate advising, inattentiveness, incom Employment/Workplace Issues Training, supervision, performance evaluat discharge, unfit for duty, interpersonal con Faculty/Staff Conduct Deceitfulness, derogatory comments, discu insubordination, job abandonment, workp Miscellaneous Policy Issues and Development, privacy issue off-campus housing, immigration issues, or	p, admission on requirem om disruptio ner.	n, certific ents, me n, due pr	cation, clinical, edical withdray	/student tea vals, other.	aching course, cl	losed classes,			xams, credit transfer, incompletes,
	ion, teacher competence uation, pay, conflict, disa liscriminatio rkplace viole issues, disat	n, favorit ence, arre	, other. on of test/pap s, retirement, j ues (ADA/FMI tism, harassm est/conviction ommodations	ers, availabil promotion/t A), conflict ent, intimida , garnishmen , parking, on	vility, tardiness, a /tenure, job class t of interest, nep lation, retaliation ent, other. 	de change, gr ttendance, cc ification/duti otism n, rudeness, si ng, legal issue	ading star ompletion es, work so exual hara s, health c	of tasks chedule ssment, oncerns	nake-up work, /setting, hiring, theft, intoxication/under influence,
want in the second s	s, off-campu	ıs probler	ms, safety issu	es, career a	advising, not oth	erwise catego	rized (NO	C).	
*These data only represent allegations that	that were b	orought to	o the Ombuds	persons and		interpreted a	is confirm	<mark>ed incid</mark>	
Financial concerns	Studen	nts	Facult	1	<u>Staff</u>	Non-U	JGA		<u>TOTAL</u>
Contracts	0								0
Emergency Loans	0					+			0
Encumbrances	0								0 1
Fees Financial Aid	1		+			1			2
Financial Ald	0					1 1			0
Independent Status	0		1			+			0
Insurance	0		•	1					0
Leases	0								
Paycheck									1
Refunds	0								0
Tuition	0 1								
Tuition Waiver	0 1 0								0
Graduate Assistantships	0 1 0 1								0 1
Other	0 1 0 1 0				2				0 1 0
TOTAL	0 1 0 1 0 1		0		2	1			0 1 0 1

A sector sector sector	Churchenster	En avaliana	Ch-ff		70741
Academic concerns	<u>Students</u>	Faculty	<u>Staff</u>	<u>Non-UGA</u>	TOTAL
Academic probation/dismissal	2				2
Add/Drop	0				0
Admission	0				0
Certification	0				0
Clinical/student teaching course	0				0
Closed Classes	0				0
Comprehensive Exams	0				0
Credit Transfer	0				0
Incompletes	0				0
Degree/Graduation Requirements	2				2
Medical Withdrawals	0				0
Other	1			-	1
<u>TOTAL</u>	5	0	0	0	5
		-		_	
Student Conduct	Students	Faculty	<u>Staff</u>	Non-UGA	<u>TOTAL</u>
Academic Misconduct	0				0
Alcohol	0				0
Classroom Disruption	0				0
Due Process	0				0
Harassment	1			1	1
Hazing	0		1	+	0
Intimidation				+	
	0				0
Judicial System	0				0
Residence Hall Misconduct	0				0
Roommate Disputes	0				0
Sanctions	0				0
Sexual Harassment	0		1		1
Theft	0				0
Other	0				0
TOTAL	1	0	1	0	2
			-	.	-
Classes and Instruction	Churcharata	En cultur	Chaff	New UCA	TOTAL
Classroom Instruction	<u>Students</u>	Faculty	<u>Staff</u>	<u>Non-UGA</u>	TOTAL
Attendance	3				3
Course Syllabus	0				0
Discriminatory Grading	0				0
Faculty Absences	0				0
Final Exams	0				0
	0				0
Grade Appeals	0				0
Grade Appeals Grade Change	0				0
Grade Appeals Grade Change Grading Standards	0				0 1
Grade Appeals Grade Change Grading Standards Make-Up Work	0 1 0				0 1 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts	0 1 0 0				0 1 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction	0 1 0 0 0				0 1 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency	0 1 0 0 0 0				0 1 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction	0 1 0 0 0	0	0	0	0 1 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL	0 1 0 0 0 0	0	0		0 1 0 0 0 0 0 4
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency	0 1 0 0 0 0	0 Faculty	0 <u>Staff</u>	0 <u>Non-UGA</u>	0 1 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising	0 1 0 0 0 0 4	-			0 1 0 0 0 0 0 4
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance	0 1 0 0 0 0 4	-			0 1 0 0 0 0 4 <u>TOTAL</u>
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness	0 1 0 0 0 0 4	-			0 1 0 0 0 0 0 4 <u>TOTAL</u> 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence	0 1 0 0 0 0 4	-	<u>Staff</u>		0 1 0 0 0 0 4 <u>TOTAL</u> 0 0 1
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers	0 1 0 0 0 0 4	Faculty	<u>Staff</u>		0 1 0 0 0 0 4 <u>TOTAL</u> 0 0 1 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability	0 1 0 0 0 0 4	-	<u>Staff</u>		0 1 0 0 0 0 4 <u>TOTAL</u> 0 0 1 0 1
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness	0 1 0 0 0 0 4	Faculty	<u>Staff</u>		0 1 0 0 0 0 4 <u>TOTAL</u> 0 1 0 1 0 1 0 1 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance	0 1 0 0 0 0 4	Faculty	<u>Staff</u>		0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks	0 1 0 0 0 4 <u>Students</u>	Faculty 1	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance	0 1 0 0 0 0 4	Faculty	<u>Staff</u>		0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks	0 1 0 0 0 4 <u>Students</u>	Faculty 1	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks	0 1 0 0 0 4 <u>Students</u>	Faculty 1	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks	0 1 0 0 0 4 <u>Students</u>	Faculty 1	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues	0 1 0 0 0 4 <u>Students</u>	<u>Faculty</u> 1 1 1	<u>Staff</u> 1 1 1	<u>Non-UGA</u>	0 1 0 0 0 0 0 4 TOTAL 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training	0 1 0 0 0 4 <u>Students</u>	Faculty 1 1 <u>Faculty</u>	<u>Staff</u>	<u>Non-UGA</u>	0 1 1 0 0 0 0 0 0 0 0 0 0 4 0 0 1 0 0 1 0 0 1 0 1
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision	0 1 0 0 0 4 <u>Students</u>	<u>Faculty</u>	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 0 4 7 7 7 7 7 7 7 7 1 0 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation	0 1 0 0 0 4 <u>Students</u>	Faculty 1 1 <u>Faculty</u>	<u>Staff</u> 1 1 <u>1 Staff</u> 1 <u>1 </u> 10 1	<u>Non-UGA</u>	0 1 0 0 0 0 0 4 0 1 0 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay	0 1 0 0 0 4 <u>Students</u>	<u>Faculty</u>	<u>Staff</u> 1 1 <u>1 Staff</u> 1 <u>1 </u> 1 <u>1 </u> <u>1 </u> <u>1 </u> <u>1 </u> <u>1 </u>	<u>Non-UGA</u>	0 1 0 0 0 0 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits	0 1 0 0 0 4 <u>Students</u>	Faculty 1 1 Faculty 3 1	<u>Staff</u> 1 1 <u>1</u> <u>1</u> <u>1</u> <u>1</u> <u>1</u> <u>1</u>	<u>Non-UGA</u>	0 1 0 0 0 0 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits Retirement	0 1 0 0 0 4 <u>Students</u>	<u>Faculty</u> 1 1 <u>Faculty</u> 3 1 1 1	<u>Staff</u> 1 1 1 1 1 1 1 1 1 1 1 1 1	<u>Non-UGA</u>	0 1 0 0 0 0 1 0 4 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits Retirement Promotion/Tenure	0 1 0 0 0 4 <u>Students</u>	Faculty 1 1 1 1 1 1 3 1 3 1 4	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 1 0 4 0 1 0 0 1 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits Retirement Promotion/Tenure Job Classification/Duties	0 1 0 0 0 4 <u>Students</u>	<u>Faculty</u> 1 1 <u>Faculty</u> 3 1 1 1	<u>Staff</u> 1 1 1 1 1 1 1 1 1 1 1 1 1	<u>Non-UGA</u>	0 1 0 0 0 0 4 <u>TOTAL</u> 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits Retirement Promotion/Tenure	0 1 0 0 0 4 <u>Students</u>	Faculty 1 1 1 1 1 1 3 1 3 1 4	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 1 0 4 0 1 0 0 1 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
Grade Appeals Grade Change Grading Standards Make-Up Work Personality Conflicts Quality of Instruction Teacher Fluency TOTAL Faculty/Staff Performance Inaccurate Advising Inattentiveness Incompetence Retention of test/papers Availability Tardiness Attendance Completion of Tasks TOTAL Employment/Workplace Issues Training Supervision Performance Evaluation Pay Benefits Retirement Promotion/Tenure Job Classification/Duties	0 1 0 0 0 0 0 4 5 5 1 0 5 1 0 5 1 0 5 1 1 1 1 1 1 1 1 1	Faculty 1 1 1 1 1 3 1 4 2	<u>Staff</u>	<u>Non-UGA</u>	0 1 0 0 0 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0

	1				
Discharge			2		0
Unfit for Duty					0
Interpersonal Conflict		1	2		3
Disability Issues (ADA/FMLA)			2		2
Conflict of Interest					0
Nepotism					0
<u>TOTAL</u>	1	15	24	0	40
	1	l	T		
Faculty/Staff Conduct	Students	Faculty	<u>Staff</u>	<u>Non-UGA</u>	<u>TOTAL</u>
Deceitfulness					0
Derogatory Comments		2			2
Discrimination		1	1		2
Favoritism					0
Harassment		2	1		3
Intimidation		3	3		6
Retaliation	1	1	1		3
Rudeness					0
Sexual Harassment		6			6
Theft					0
Intoxification/Under Influence					0
Insubordination					0
Job Abandonment					0
Workplace Violence	1	1			1
Arrest/Conviction					0
Garnishment					0
Other					0
TOTAL	1	16	6	0	23
<u>Miscellaneous</u>	Students	Faculty	Staff	Non-UGA	TOTAL
Policy Issues and Development		1			1
Privacy Issues		-	1		1
Disability Accomodations			_		0
Parking					0
On-Campus Housing					0
Legal Issues			1		1
Health Concerns	7		1		8
Ethical Considerations	,	1	1		2
Off-Campus Housing					0
Immigration Issues					0
Off-Campus Problems	5				5
Safety Issues	6	1	1		8
Career Advising	<u> </u>	1	1		0
Not Otherwise Categorized (NOC)					0
TOTAL	18	3	5	0	26
	10	3	3	U	20
			Table	Λ	
		Ombudspersons P		4 Meetings 9-1-12 to 8-31-13	
Date		Topic	esentations/	Organization/Grou	Q
9/20/2019	Meeting with Precid	ent Morehead-Jenny	,	Ombuds report	E
3/10/2020	Staff Ombuds Servic			UGA's Annual Staff Resources	Fair at the Tate Grand Hall
6/12/2020	Race Relations-Steve			OneSource Weekly Webinar	
8/12/2020	Staff Ombuds Service			Email went out to UGA Staff C	
0/ 12/ 2020		C3-31EVE			בסמווכוו באלומוווווג וחוב

				OIVIB	UDSPERSO		PORT			
					2019-2					
					Table	1				
<u>All Ombudsperson Visitors</u>			Status	Condoro	nd Ethnicity	of Cont	acto in 2019	2010		
			Status,	Genuera			acts III 2010	5-2019		
			Not		Africian-					
Status of Contact	Female	Male		TOTAL	American	Asian	Caucasian	Latino	Other	Not Known
Student	28 9 37 1 4 32									32
Faculty	20	15		35	1	3	30	1		
Staff	22	17		39	3	2	31	1		2
Non-UGA	1	0		1						1
<u>TOTAL</u>	71	41	0	112	5 Table	5	65	2	0	35
		Tu	nos of Dr	imanı lası			maus Const	lituancia	-	
Types of concerns	Studer			culty	es Presente Staf	-	Non-U		5	TOTAL
Financial Concerns	7	113	10	0	2	<u> </u>	1			10
Student Academic	5			0	0		0			5
Student Conduct	1			0	1		0			2
Classroom Instruction	4			0	0		0			4
Faculty/Staff Performance	0			1	1		0			2
Employment/Workplace Issues	1			15	24		0			40
Faculty/Staff Conduct	1			16	6		0			23
Misc. Concerns	18			3	5		0			26
TOTAL	37			35	39		1			112
					Table	3				
Academic Academic probation/dismissal, add/d transfer, incompletes, degree/gradua	rop, admission tion requirem	n, certific ents, me	cation, clir edical with	nical/studen drawals, of	nt teaching co ther.	ourse, clo	osed classes,	compreh	ensive e	
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