Grievance Resources

Faculty may encounter situations of dispute, misconduct, discrimination, or violation of negotiated terms and conditions of employment. It is important to first try and resolve the issue by having a conversation with appropriate individuals before filing a formal complaint. However, do note that there are certain time limits for grievances to be filed from the time of occurrence or knowledge of the occurrence.

Options for consultation before filing a grievance:

* [Ombudsperson](https://www.unomaha.edu/ombuds-services/index.php) – all university-related concerns; inquiries are confidential; often a recommended starting point; neutral space where it is safe to discuss conflicts
* [College Deans](https://www.unomaha.edu/about-uno/administration.php) – College-related concerns
* Department Chairs and/or School Directors – Unit-related concerns
* [Assistant Vice Chancellor for Faculty Affairs](https://www.unomaha.edu/academic-affairs/about-us/index.php) – Academic or faculty related HR concerns
* [Faculty Senate President](https://www.unomaha.edu/faculty-senate/executive-council/faculty-senate-executive-council-members.php) – General faculty concerns
* [AAUP Grievance Officer](http://www.unoaaup.org/grievance) – Collective Bargaining Agreement (CBA); concerns related to terms and conditions of employment
* [Human Resources Employee Relations](https://www.unomaha.edu/human-resources/directory/index.php#Employee%20Relations/Development%20and%20Employment-main) – HR-related staff concerns
* [Office of Diversity, Equity, Access and Inclusion (DEAI)](https://www.unomaha.edu/office-of-equity-access-and-diversity/index.php) – concerns related to discrimination or harassment

After consultation, if the issue remains unresolved then it may be necessary to file a grievance. A grievance is either a circumstance thought to be unjust or injurious and a ground for complaint, or a statement of complaint against a real or imagined injustice or injury[[1]](#footnote-2). A grievant who claims a circumstance of grievance exists should discuss and file a statement with an appropriate **committee** or **individual**. However, in practice, it may not always be easy to identify where to start. While many options and outlets exist to discuss a grievance, the official statement of a complaint can only be filed and pursued in one place.

Where to file a grievance?

**Academic Freedom and Tenure**

* Any grievance which constitutes an allegation that an action taken, or threatened, violates the grievant’s academic freedom or their academic tenure, can be filed with the [**Faculty Senate – Academic Freedom and Tenure Committee**](https://www.unomaha.edu/faculty-senate/faculty-committees/academic-freedom-and-tenure.php). Grievances involving academic freedom and tenure may also concern the terms of the [collective bargaining agreement](https://www.unomaha.edu/academic-affairs/_files/documents/compliance/collective-bargaining-agreement.pdf). In such cases, consult with the [**AAUP grievance officer**](http://www.unoaaup.org/grievance) before filing a grievance.

**Collective Bargaining Agreement Violations**

* If a grievance involves a dispute concerning the interpretation and/or application and/or alleged violation of a specific term or provision in the [collective bargaining agreement](https://www.unomaha.edu/academic-affairs/_files/documents/compliance/collective-bargaining-agreement.pdf), which include negotiated terms and conditions of employment, then contact the [**AAUP Grievance Officer**](http://www.unoaaup.org/grievance). A formal grievance must be filed within 60 days of the problem occurring or the date on which the grievant knew or reasonably should have known of the problem if the date is later.

**Professional/Scientific Misconduct**

* If your grievance charges a member of the professional staff of professional or scientific misconduct, then file it with the Chairperson of the [**Faculty Senate – Professional Conduct Committee**](https://www.unomaha.edu/faculty-senate/faculty-committees/professional-conduct.php).

**Diversity, Equity, Access and Inclusion**

**Sexual misconduct or sex-based discrimination**

* If your grievance is about sexual misconduct or discrimination on the basis of sex/gender at UNO, then report it to the [**Title IX Coordinator**](https://www.unomaha.edu/office-of-equity-access-and-diversity/title-ix-information/home.php).

**Accommodations, Discrimination or Harassment**

* If your grievance is about accommodations, discrimination, or harassment please report to **UNO’s DEAI Office** at [equity@unomaha.edu](mailto:equity@unomaha.edu).

**Student Behavior**

* If your grievance is about students engaging in harmful or disruptive behaviors, report it to the [**Behavioral Review Team**](https://www.unomaha.edu/student-life/student-safety/how-to-report/behavioral-review-team.php).

Unresolved Grievances

* If your grievance remains unresolved after filing with any interdepartmental or university-wide mechanism or committee designed to resolve disputes of faculty members (including AAUP mediation, Human Resources Office: Employee Relations, Ombuds Service) then consult with the [**Faculty Grievance Committee**](https://www.unomaha.edu/faculty-senate/faculty-committees/faculty-grievance.php) **Chair**. Grievances must be filed no later than six months after the act or omission occurred.

1. <https://www.unomaha.edu/faculty-senate/faculty-committees/faculty-grievance.php>; While this definition is sourced from the Faculty Senate Grievance committee, other entities in this document may have different definitions of grievance. [↑](#footnote-ref-2)