



THE UNIVERSITY OF ARIZONA  
**Ombuds**



## THE OMBUDS PROGRAM IS

a confidential, informal, impartial, and independent resource for effective communication, collaboration, and conflict management.

## WE SERVE

all levels of employees and students, in all UA units and colleges, as well as others who have a university-related concern.

## WE HELP

with a wide variety of issues, concerns, questions, conflicts, and challenges.

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- ▶ Difficulties with co-workers, supervisors, and employees
  - ▶ Concerns about career progression
  - ▶ Challenges with professors, advisors, and students
  - ▶ Concerns about employee or supervisor effectiveness
  - ▶ Teams/units wanting to work together most effectively or harmoniously
  - ▶ Intra and inter-departmental issues
  - ▶ Systemic and long-standing issues
  - ▶ Clashes of style – including communication, conflict, personality, work and leadership styles
  - ▶ Departmental/workplace climate and culture
  - ▶ Identifying and connecting with appropriate resources and channels for assistance
  - ▶ Concerns related to equity, fairness, respect, and communication
  - ▶ Clarification of University policies and procedures
  - ▶ And more
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**ombuds.arizona.edu**

**520-626-5589**

Se Habla Espanol

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