Department of Physics
Conflict and Dispute Resolution Guidelines

General Principles

It is likely and expected that we will experience disputes/conflicts from time to time as we live and work together. The Department of Physics is committed to promoting and supporting the constructive management and resolution of disputes/conflicts when they arise.

Our goals include:
- Empowering individuals to address disputes/conflicts directly, as appropriate, with those involved.
- Responding to disputes and conflicts as directly (with the other person or people involved), as quickly, and as formally as is appropriate.
- Ensuring that available options suit diverse circumstances and needs.
- Maintaining a safe environment which is conducive to learning and characterized by respectful communication.

We encourage students, staff, and faculty to work together to resolve conflicts.

Please note that University of Oregon campus policies apply to Physics students, faculty, and staff. Conflicts involving sexual harassment, personal safety, discrimination or issues of a similar nature should be addressed according to these UO policies.

Note that some faculty and staff in administrative roles are Designated Reporters. Designated reporters are required by UO policy to report to the administration any information disclosed to them about harassment, discrimination, or other prohibited conduct. When talking to a Designated Reporter, we recommend clarifying with them at the beginning of the conversation what the boundaries are, so that you don’t unwittingly trigger a chain of events that you hadn’t wanted.

Faculty and staff are considered Student-Directed Employees. Faculty who supervise students in research or who supervise TAs in a classroom may be considered Supervisors of Student Employees for the students under their supervision. For students under their supervision, a supervisor is obligated to report all forms of prohibited discrimination and harassment in the workplace to the university For more information, see this link: https://investigations.uoregon.edu/supervisors-student-employees.
For information on reporting obligations by role, see [https://investigations.uoregon.edu/faq-about-reporting](https://investigations.uoregon.edu/faq-about-reporting). For general information, see [https://safe.uoregon.edu/](https://safe.uoregon.edu/) or the Resources section below for information.

**Suggested Steps**

The following steps progress from most direct to less direct, most informal to more formal, and most immediate to more time-intensive. We recommend that you begin, when possible, with the first step and proceed to subsequent steps as necessary for you to resolve the situation satisfactorily. That said, you can begin at any point on the list if you are uncomfortable with the previous steps, or if you feel they are not suitable given the circumstances. Refer to the [Conflict Support and Reporting Flowchart](https://investigations.uoregon.edu/designated-reporter) (work in progress).

If you speak with someone directly about a problem and don’t feel satisfied with the outcome, please consider constructively letting that person know and giving both them and yourself another chance before raising your concern to the next level. **Please feel free to contact Physics Graduate Support Group (GSG) members for advice or assistance throughout this process.**

These steps apply to students, faculty, and staff members:

1. **Direct 1-on-1 communication:** If you are experiencing a difficulty with someone, we encourage you to communicate with that person directly as a first step. Depending on the situation, you may choose to speak in person or compose an email. If you are concerned about how to do that or about it not going well, consider consulting the GSG who can provide coaching and support. Another resource for coaching and support available to STEM graduate students is the DuckREFS (Resources for Easing Friction and Stress) Program.

2. **Direct communication with others present:** If you wish to speak with the other person directly but you are concerned about doing so on your own, consider arranging third party help. Perhaps a fellow student, instructor, colleague, or your research advisor can help, or maybe more formal mediation is necessary. The chair of your PhD committee can be a source of support. See below for information on the Student Conflict Resolution Center and other on-campus resources, such the university Ombuds. You have the right to invite a Graduate Teaching Fellows Federation (GTFF) union representative to attend any discussion that could affect your employment or result in disciplinary action.

3. **Indirect communication or issue reporting within Physics Department:** If you do not feel that speaking directly with the other person, with or without third party assistance, is suitable or possible, speak with the GSG; Physics Education Programs Coordinator (Judi MacDonald), Director of Physics Graduate Studies (Stephanie Majewski), Associate Physics Department Head (Dean Livelybrooks), Physics Department Head (Richard Taylor). Note that the Department Head is a [Designed Reporter](https://investigations.uoregon.edu/designated-reporter).
4. **Indirect communication or issue reporting to UO offices outside the Physics Department:** If you have spoken with the Physics Department Head or other people listed in bullet 3, and the situation remains unresolved, or if you think the situation is best handled above the Physics Department, you can speak with CAS Divisional Dean of Natural Sciences Hal Sadofsky, CAS Dean Bruce Blonigen, the Associate Vice President and Dean of Students, Vice Provost for Graduate Studies, Assistant Dean of Academic Affairs, Director of Diversity and Inclusion, or the Vice President for Equity and Inclusion. Note that all listed administrators are **Designated Reporters.** The Dean of Students offers drop in hours, and can help you navigate available resources. To seek guidance outside of the University, you can file a grievance or seek consultation with the GTFF union.

**Note:** The Graduate Support Group, your Graduate Advisor, PhD committee, and/or the Department Head are available to offer guidance as you navigate the resources below.

If a problem or conflict involves sexual harassment, please refer to the UO’s policy prohibiting sexual harassment, which includes information on help and anonymous reporting: [https://investigations.uoregon.edu/policies](https://investigations.uoregon.edu/policies). For support, please speak with the UO Dean of Students, the GSG Team, or refer to the resources below.
University of Oregon Resources
In addition to the above options for dealing with problems and conflicts, the University of Oregon has policies and procedures that offer additional and more formal recourse. The following is a list of UO support resources. Please speak with the GSG Team if you need help with any aspect of this process.

**Investigations and Civil Rights Compliance, Office of**
Website: [https://investigations.uoregon.edu](https://investigations.uoregon.edu)
Phone: (541) 346-3123

**Bias Education and Response Team**
Website: [http://dos.uoregon.edu/bias](http://dos.uoregon.edu/bias)

**Student Conflict Resolution Center**
Website: [https://scrc.uoregon.edu/](https://scrc.uoregon.edu/)
Phone: (541) 346-0617
Location: 1691 Columbia Alley

**Dean of Students, Office of the**
Website: [http://dos.uoregon.edu/](http://dos.uoregon.edu/)
Location: 164 Oregon Hall
Phone: (541) 346-3216

**Ombuds Program**
Website: [https://ombuds.uoregon.edu/](https://ombuds.uoregon.edu/)
Phone: (541) 346-6400

**Graduate Teaching Fellows Federation**
Website: [http://gtff3544.net/](http://gtff3544.net/)
Phone: (541) 344-0832
Email: grievances@gtff.net

**Crisis Intervention and Sexual Violence Support Services**
Website: [https://safe.uoregon.edu/](https://safe.uoregon.edu/)
24 Hour Hotline: 541-346-SAFE(7233)
Office: (541) 346-8194
Location: 164 Oregon Hall

**Student Advocacy, ASUO Office of**
Website: [http://officeofstudentadvocacy.org](http://officeofstudentadvocacy.org)
Phone: (541) 346-3722
Location: EMU, Room 337

**Student Conduct and Community Standards, Office of**
Website: [https://dos.uoregon.edu/conduct](https://dos.uoregon.edu/conduct)
Phone: (541) 346-1140
Location: 185 Oregon Hall

**University Counseling Center**
Website: [http://counseling.uoregon.edu/](http://counseling.uoregon.edu/)
Phone: (541) 346-3227
Location: 2nd floor of the University Health, Counseling & Testing Center

**Resources for Easing Friction and Stress Program (DuckREFS)**
Website: [https://chemrefs.uoregon.edu/](https://chemrefs.uoregon.edu/)
Email: chemrefs@uoregon.edu

**Department of Physics Code of Conduct**
[https://physics.uoregon.edu/physics-department-code-of-conduct/](https://physics.uoregon.edu/physics-department-code-of-conduct/)

**University of Oregon’s Student Conduct Code**
[http://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code](http://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code)

**Office of Investigations and Civil Rights Compliance (OICRC) Overview of Services and Complaint and Grievance Procedures**
[https://investigations.uoregon.edu/how-make-report](https://investigations.uoregon.edu/how-make-report)

**One Stop Graduate Student Resources**
[https://gradschool.uoregon.edu/onestop](https://gradschool.uoregon.edu/onestop)