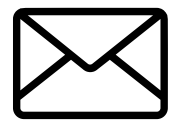


Ombudsman

An Advocate for the Rights and Ethical Values in Research Work at IFJ PAN



Dr hab. Paweł Błasiak

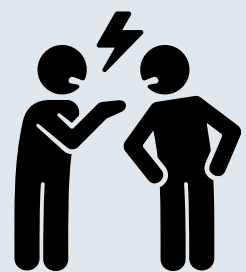


Email: ombudsman@ifj.edu.pl

Suggestion box for motions
(next to the IFJ PAN Library)



Employees' and PhD Students' complaints related to internal functioning of IFJ PAN



Conflict situations and disputes at IFJ PAN

TASKS

- to provide assistance to all PhD students and employees at solving problems, complaints and conflict situations
- to promote an amicable settlement of disputes
- to promote high ethical standards at work

PRINCIPLES OF OPERATION

1. confidentiality
2. impartiality
3. neutrality
4. autonomy
5. informal activities



- at the request (of an aggrieved or third party)
- at his/her own initiative

MOTION

Indication of parties to the conflict



Indication of an aggrieved party



Description of a situation (an event taking place at the Institute or related to its activity)



PROCEEDINGS

The Ombudsman may:

- ➔ hold talks or consultations with interested parties (individually or in a group)
- ➔ offer a neutral and impartial perspective in a given case
- ➔ explain the essence of mediation and other alternative methods of conflict resolution to the parties
- ➔ support the parties in order to identify common interests and work out possible solutions leading to the settlement of a conflict or dispute
- ➔ provide written information pertaining to the reported problem
- ➔ refer a complainant to competent institutions established in order to settle a given case
- ➔ cooperate with the Ombudsman of PhD Students' Rights at IFJ PAN