

# CERN Ombud: a safe place to be – vous êtes en sécurité



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Ombud  
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# Available resources (dependent on status)

## Ressources disponibles (en fonction du statut)

- Direct hierarchical line
- Human Resources Department (for staff only)
- Staff Association
- Medical Service
- Psychologist
- Harrassment Investigation Panel
- **Ombud Office**
- Ligne hiérarchique
- Département Ressources Humaines (membres du personnel)
- Association du Personnel
- Service médical
- Psychologue
- Commission d'enquête harcèlement
- **Bureau de l'ombud**

# CERN Ombud

- Provides guidance in the application and interpretation of the Code of Conduct
- Assist for the **informal** resolution of interpersonal issues.
- Conseil dans l'application du Code de Conduite
- Assiste dans la résolution **informelle** des conflits interpersonnels.

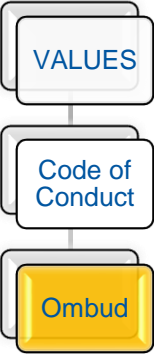
*All people working at CERN have access to the services of the Ombudsperson.*

*Tout le monde travaillant au CERN peut s'adresser à l'Ombud*

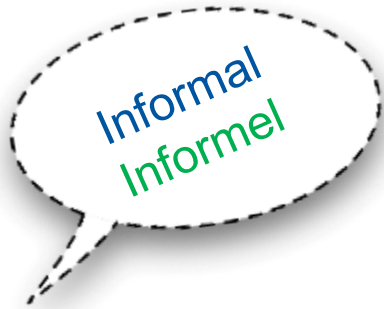
Excellence



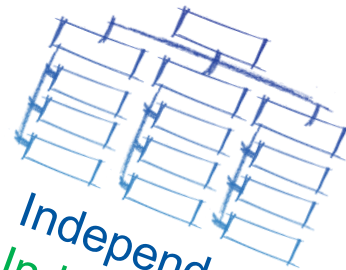
BASIC PRINCIPLES  
PRINCIPES DE BASE



Impartial, non-judgemental  
Impartial, pas de jugement



Informal  
Informel



Independant  
Indépendant

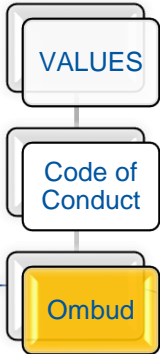
<http://ombuds.web.cern.ch>



Excellence

- Integrity
- Commitment
- Professionalism
- Quality

WHAT I CAN DO FOR YOU  
COMMENT JE PEUX VOUS AIDER



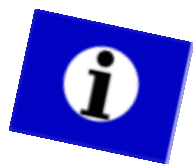
Safe place  
Sécurité



Mediation  
Médiation



Coaching & advice  
Encadrement & conseil

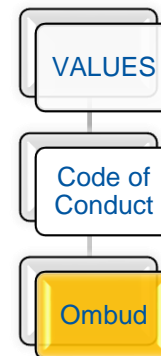


Referral  
Références

**Be proactive – do not wait for problems to grow and fester!**  
**Soyez pro-actif, n'attendez pas que la situation s'évenime!**



Confidentiality  
Neutrality / Impartiality  
Informality  
Independence



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