

# CERN Ombud: a safe place to be



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Ombud  
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# Available resources (dependent on status)

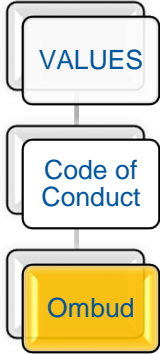
- Direct hierarchical line
- Human Resources Department  
(for employed members of personnel)
- Staff Association
- Medical Service
- Psychologist
- Harrassment Investigation Panel
- **Ombud Office**

# CERN Ombud

- Provides guidance in the application and interpretation of the Code of Conduct
- Assist for the **informal** resolution of interpersonal issues.

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

# BASIC PRINCIPLES



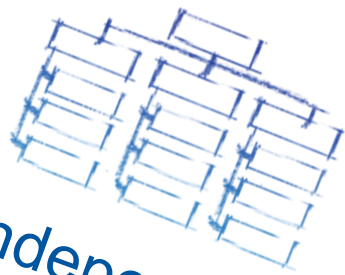
Excellence



Impartial, non-judgemental



Informal



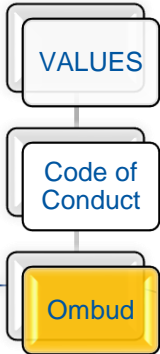
Independant

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



Excellence

# WHAT I CAN DO FOR YOU



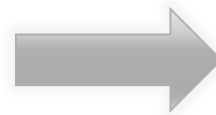
Safe place



Mediation



Coaching & advice

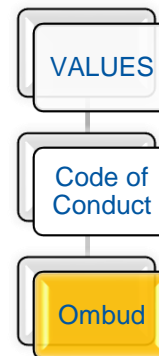


Referral

***Be proactive – do not wait for problems to grow and fester!***



Confidentiality  
 Neutrality / Impartiality  
 Informality  
 Independence



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