

CERN Ombud: a safe place to be

Pierre Gildemyn
Ombud



Available resources (dependent on status)

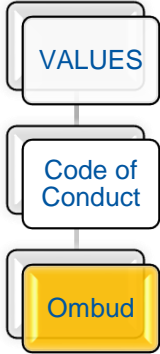
- Direct hierarchical line
- Human Resources Department
(for employed members of personnel)
- Staff Association
- Medical Service
- Psychologist
- Harrassment Investigation Panel
- **Ombud Office**

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



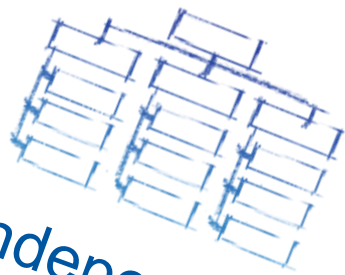
Excellence



Impartial, non-judgemental



Informal



Independant

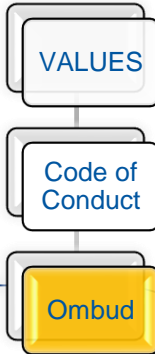
<http://ombuds.web.cern.ch>





- Integrity
- Commitment
- Professionalism
- Quality
- Teamwork

WHAT I CAN DO FOR YOU



Alerting



Mediation



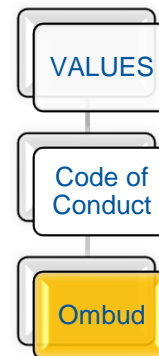
Coaching

Listen

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



Confidentiality
 Neutrality / Impartiality
 Informality
 Independence



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