

## Faculty Grievance Committee Guidelines

OSU's Faculty Grievance Procedure can be found

here: [http://leadership.oregonstate.edu/sites/leadership.oregonstate.edu/files/policies/faculty\\_grievance\\_576-050.pdf](http://leadership.oregonstate.edu/sites/leadership.oregonstate.edu/files/policies/faculty_grievance_576-050.pdf)

Before filing a formal grievance, faculty are strongly encouraged to attempt to resolve their concern informally. The Ombuds office can help in these informal resolutions: <http://oregonstate.edu/ombuds/>

For all claims of discrimination (including sexual harassment), faculty members must notify the Office of Equal Opportunity & Access (EOA) before filing a formal faculty grievance. Faculty have the option, however, of utilizing the EOA process or this faculty grievance process to formally resolve their grievance; they may not select both options. For more information on the EOA, the office with expertise in these matters, and their process, see <http://eoa.oregonstate.edu/complaints>.

If the faculty member seeks to file a formal grievance through this faculty senate grievance process, they must do so in writing and within 60 days of the time that they knew or reasonably should have known of the acts that gave rise to the grievance. (This timeframe can be extended by General Counsel if the faculty member seeks it and if it appears that additional time would be beneficial in informally resolving the grievance.)

First level grievance – The first place for the faculty member to file their grievance is with the Dean or Vice-President in charge of the College or Division being grieved. If the Dean/Vice-President was the decision maker on the matter being grieved, the faculty member has the option of filing the first-level grievance with the Provost. A copy of this first-level grievance must also be filed with General Counsel. The Dean/Vice President (or Provost, if applicable) has 20 days in which to provide a written response to the grievance.

Appeal of first-level decision - If the faculty member is unsatisfied with the first-level response, they can file an appeal within 10 days of receipt of the first-level decision. The faculty member can file the appeal with either the Faculty Grievance Committee (copy to General Counsel) or they can bypass the Committee and appeal directly to the President (with copy to General Counsel). If the appeal is filed with the Committee and the Committee determines that the matter is grievable under this procedure, the Committee will hold a hearing and issue recommendations to the President within 60 days. The President will issue a written, final decision to the grievant within 30 days of receiving the Committee's recommendations.

This grievance procedure may be used to hear "any complaint by a faculty member that he or she was wronged in connection with compensation, tenure, promotion or other conditions of employment, or that his or her rights were denied as to reappointment." Note that disciplinary sanctions (including termination) are *not* grievable under this procedure, but must be imposed according to the separate process set forth in OSU Policy 580-021-0320 and following: [http://leadership.oregonstate.edu/sites/leadership.oregonstate.edu/files/policies/conditions\\_ser vice\\_580-021\\_20150914.pdf](http://leadership.oregonstate.edu/sites/leadership.oregonstate.edu/files/policies/conditions_ser vice_580-021_20150914.pdf). Note also that non-renewal of employment appointments are also *not* grievable under this procedure, unless the grievant has evidence that the non-renewal was the result of a denial of legal rights such as illegal discrimination, retaliation or material deprivation of due process (including significant violation of required policy/procedure).

For more detailed information about the procedures followed by the Faculty Senate Grievance Committee, please see the FSGC Handbook [here](#).