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- B. The Ombuds as a designated neutral resource remains unaligned and impartial. The Ombuds strives to promote procedural fairness in the content and administration of the University's practices, processes, and policies. The Ombuds does not engage in any situation that could create a conflict of interest.
  - C. The Ombuds holds all communications with those seeking assistance in strict confidence and does not disclose confidential communications unless given permission to do so, except as required by law, or where, in the judgment of the Ombuds there appears to be imminent risk of serious harm.
  - D. The Ombuds as an informal resource, does not participate in any formal adjudicative or administrative procedure related to concerns brought to his/her attention. The Ombuds provides information relating to University policies and procedures and works to facilitate the resolution of problems and complaints through informal conversations and processes but does not replace or supersede other university appeal or grievance procedures.



- C. Upon appointment, the Ombuds will complete the IOA's Foundations of the Organizational Ombuds Course. The University will cover the costs associated with completing this course designed for new Ombuds.
- D. Annually, the Ombuds will submit a report of his/her/their activities and accomplishments. All data in the annual report shall be presented in aggregate form to protect confidentiality.
- E. The Ombuds performance will be reviewed annually by the President of the Faculty Senate, the Associate Vice President for Human Resources and the Provost.

Responsible Party: Academic Policy Advisory Council

Review Schedule: Every three years on or before the date the policy was last revised and/or approved.

Dr. Brett Welch 01/15/2025  
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 Interim Provost and Vice President for Academic Affairs Date

Dr. Jaime Taylor 01/27/2025  
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 Lamar University President Date

1	10/10/2024	Policy draft completed.
	10/10/2024 - 11/29/2024 11/25/2024 - 12/25/2024	Reviews by constituency groups completed.