

## English Department Mediation Resources

The Department of English is committed to providing a work and intellectual environment that supports all of its members, and recognizes the need to address concerns that may inhibit their full participation in department-related activities, whether they involve teaching, learning, scholarship, or administration. Such concerns might include behaviors such as harassment (for example, based on sexuality, [dis]ability, gender, health, race), discrimination, hostility, aggression, or professional misconduct.

Students, staff, and faculty with such concerns are invited to meet with any one or more of the Department Officers (a group which includes the directors of EDWP, graduate studies, undergraduate studies, and the Zell Program along with the chair and associate chair) to report misconduct and air concerns and grievances. In this role, Officers can help review and evaluate potential remedies and responses, facilitate resolutions, and provide referrals to appropriate departmental, college, or university resources. At the beginning of such meetings, Officers will make clear their status with respect to mandatory reporting guidelines. Subsequently, Officers may, as appropriate, consult with other members of departmental leadership.

While Officers will receive basic training concerning available campus resources, guidelines for addressing urgent and emergency situations, and applicable rules concerning confidentiality and reporting responsibilities, they are not expected to take on the role of professional counselors, legal advisors, or ombudspersons, and are encouraged to refer cases to designated [on-campus resources](#) when appropriate.