### Employee Relations (within Human Resources)
For: Research faculty and staff

**Why you would reach out?**
- Performance management consultation
- Disciplinary process
- Reorganizations
- Layoff and separations
- University employment policy and procedures

https://www.colorado.edu/hr/employee-relations  
303-492-6475 or hrmail@colorado.edu

### Faculty Relations (within Faculty Affairs)
For: Faculty members, academic administrators, post-doctoral appointees, and graduate students on appointment

**Why you would reach out?**
- Facilitating conflict resolution
- Addresses climate issues through facilitated dialogue
- Investigating allegations of unprofessional behavior or misconduct
- Providing faculty development opportunities

https://www.colorado.edu/facultyrelations/  
303-492-0447 or suzanne.soled@colorado.edu

### Faculty & Staff Assistance Program *Confidential resource*
For: All faculty and staff

**Why you would reach out?**
- Event specific personal counseling
- Crisis management, resourcing and referrals
- Consulting and counseling around workplace challenges

https://www.colorado.edu/hr/fsap  
303-492-3020 or Contact FSAP Form

### Behavioral Intervention Team (BIT)
For: All faculty and staff

**Why you would reach out?**
- Observation or concern of threat to self
- Observation or concern of threat to others

https://www.colorado.edu/hr/employee-relations  
303-492-6475 or Intervention@colorado.edu

### Leave Team (within Human Resources)
For: All faculty and staff (contact for exceptions)

**Why you would reach out?**
- Family Medical Leave (FMLA)
- Parental leave
- Short term disability
- Workers compensation

https://www.colorado.edu/hr/leave  
303-492-6475 or FMLA@colorado.edu

### ADA Team (within OIEC)
For: All faculty, staff, student employees and public

**Why you would reach out?**
- Disability-related employment accommodations
- Pregnancy accommodations
- Disability discrimination and harassment
- Disability accommodation for events on campus

https://www.colorado.edu/oiec/ada-accessibility  
303-492-9725 or adacoordinator@colorado.edu

### Office of Institutional Equity and Compliance (OIEC)
For: All faculty, staff and students

**Why you would reach out?**
- Protected-class discrimination and harassment
- Sexual misconduct
- Intimate partner abuse
- Stalking
- Related retaliation

https://www.colorado.edu/oiec/  
303-492-2127 or cureport@colorado.edu

### Ombuds Office *Confidential resource*
For: All faculty, staff and students

**Why you would reach out?**
- Explore, without judgment, university-related problems
- Identify, analyze and strategize options and next steps
- Demystify processes and procedures
- Communication coaching
- Conflict coaching
- Informal mediation
- Systemic concerns such as racism, abrasive conduct, unfair application of processes, climate issues

http://www.colorado.edu/ombuds/  
303-492-5077 or Contact Ombuds Form

### Office of Victim Assistance (OVA) *Confidential resource*
For: All faculty, staff and students who have experienced a traumatic, disturbing or disruptive life event

**Why you would reach out?**
- Consultation
- Trauma counseling and advocacy
- Navigating systems and reviewing options

https://www.colorado.edu/ova/  
303-492-8855 or assist@colorado.edu

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For emergencies, contact 911  
For non-emergencies, contact the police at 303-492-6666