

Grievance Procedures of the Institute for Behavioral Genetics

University of Colorado, Boulder, Colorado

The Institute for Behavioral Genetics (IBG) considers grievance matters for which the University of Colorado, Boulder, CO, does not have an established procedure. Those CU-Boulder established procedures include matters involving student misconduct, staff grievances or misconduct, research misconduct, discrimination and harassment based on membership of a protected class, and sexual harassment.

IBG faculty address and attempt to resolve all disputes or grievances at the lowest possible administrative level. For example, if one faculty member has a grievance against another, the faculty members should first meet with one another and attempt to resolve their differences. If that fails, one or both of the faculty members may request that the Director of IBG meet with both parties, either individually or together, and attempt to resolve the grievance. If the Director cannot resolve the grievance, the matter shall be referred to an ad hoc IBG Grievance Committee comprised of the Director and one member from each of the standing IBG Training Program and Research Program Committees appointed by the Director. If the grievance involves a member of either of the IBG Training Program or Research Program Committees, that member shall not be appointed to the ad hoc Grievance Committee.

The decision of the Grievance Committee will represent the final level of IBG administrative review. The Committee shall meet with all parties involved in an attempt to resolve the grievance. If the Committee cannot resolve the issue to the satisfaction of all parties involved, the Director shall refer the matter to the Vice Chancellor for Research and Innovation (hereafter referred to as the Vice Chancellor) who may seek the advice of an appropriate committee of the College. The decision of the Vice Chancellor will represent the final level of College administrative review.

If the grievance is by a student, postdoctoral fellow/trainee, or a member of the research faculty (PRA, SPRA, RA or SRA) against a faculty member or supervisor, IBG will follow a procedure parallel to that involving two faculty members.

If the grievance involves the Director, then an impartial mediator will be identified in consultation with the Vice Chancellor.

[Adapted from the By-Laws of the Department of Integrative Physiology, University of Colorado at Boulder, September 6, 2011. Amended, 12-06-18 to update Administrative Titles.]