



# Ombuds Services

## We Are Living in Such Different, Difficult Times

So much is different these days, but Ombuds Services' relaxing and welcoming atmosphere is still the same.

Visitors often refer to Ombuds Services as an oasis that gives you safety and support to take a deep breath, reflect, process, and plan for a better future.

## Your Personal Invitation

We invite you to schedule your own restorative 1:1 visit at your convenience.

Just e-mail JoEllen Ransom, Staff Ombuds ([jransom@unm.edu](mailto:jransom@unm.edu)) or Anne Lightsey, Associate Ombuds ([alight01@unm.edu](mailto:alight01@unm.edu)) to schedule a visit.



For more information on Ombuds Services, see below or visit <https://ombudsforstaff.unm.edu/index.html>

## Any Time, Any Reason

Ombuds Services for Staff is here for you (staff, faculty supervising staff and your co-workers). We listen and provide information to support your success and well-being. We provide a confidential, constructive, and informal process to support you in meeting your challenges and goals while working at UNM.

## Some Reasons to Schedule a Visit

There is no wrong time and no wrong reason to contact the Ombuds Office. People often schedule a visit to reflect, problem-solve and strategize about:

- Interpersonal relationships between peers, colleagues, supervisors and supervisees, and others whom you encounter while working for UNM.
- Opportunities for professional growth, performance appraisal, promotion, disciplinary action, planning leaves, changing roles, leaving UNM.
- Any challenge, dilemma or goal that affects work and life at UNM
- Identity-based harassment, discrimination, abuse of power, bullying, inequitable working environments, inappropriate relationships, unwanted sexual attention.
- Self-reflection about bias, and your personal journey to promote equity.
- Safety issues, working conditions including challenges related to isolation, working remotely, or returning to campus safely.

## When to Schedule a Visit

The sooner you begin to address a concern or goal, the more options you have for pursuing a successful outcome.

Ombuds Services is here to support you wherever you may be in that process

## How to Schedule a Visit

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