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RPM 6.10: Dispute Resolution and Employee Grievances

Regents of the University of New Mexico

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Subject: DISPUTE RESOLUTION AND EMPLOYEE GRIEVANCES

Applicability

This policy applies to all staff employees.

Definition

A "grievance" is a complaint by an employee that the employee has been adversely affected by a violation of UNM policies and practices regarding: (1) the terms and conditions of employment; (2) sexual harassment; (3) discrimination.

Policy

All staff employees shall have access to grievance and dispute resolution procedures.

Implementation

The President shall adopt administrative policies and procedures to implement this policy. Such procedures shall provide adequate mechanisms for resolving workplace disputes. Early resolution of disputes through mediation and other techniques shall be emphasized. All supervisors shall be trained in dispute resolution and other management skills.

References

Dispute Resolution Policy, UBPPM Policy 3220.

Drafters' Notes and Comments

From RPM E-4.

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