



We understand that the factors affecting the job satisfaction of faculty and staff are not limited to the UUP Contract.

We understand that by the time an individual chooses to file an official grievance it may already be too late.

We understand that speaking out about your employment conditions may be risky and anxiety producing.

**WE ARE HERE FOR YOU -  
REACH OUT FOR SUPPORT!**



**STRICT CONFIDENTIALITY  
WILL BE MAINTAINED  
THROUGHOUT THE PROCESS**



You will have the chance to decide whether and when other committee members are apprised of your concern.

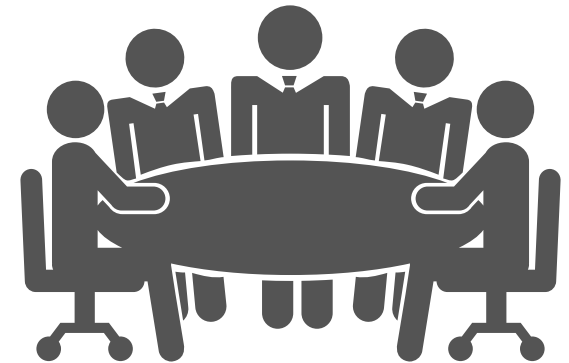
No paperwork will be filed, no meetings will be set, nothing will proceed without your expressed consent. You will set the pace for how your concern is handled.

This meeting may be an opportunity for you to gather information about university precedents, share your concerns with a sympathetic ear, seek advice about how to effectively start documenting your situation, etc.



In the meeting, the committee members will work together with you to determine what types of support and/or actions may be appropriate in helping you navigate your situation.

Principles of confidentiality, empathetic listening, and information-sharing will be at the center of this meeting.



## THE UUP GRIEVANCE AND WORKPLACE CONCERNS COMMITTEE IS HERE FOR YOU!



### WHERE DO I GO WITH QUESTIONS ABOUT....

Changes to my workload? Issues with my supervisor? My colleagues? The climate in my department or unit? Working papers and my immigration status? Missing vacation or sick pay? Bullying and harassing behaviors in the workplace? Microaggressions?

Fears about improper practices related to tenure and permanency applications? Inequity in maternity, paternity, family leave allocations? Disability and reasonable accommodations in the workplace? Are you facing racism? Sexism and/or misogyny? Homophobia? Transphobia? Ageism?

Why am I consistently passed over for promotion despite positive evaluations? What recourse is available to me? How have others successfully navigated similar situations? Who can help me reach out to the Title IX Office? To the Ombudsman?

YOU MAY REACH THE  
GRIEVANCE AND  
WORKPLACE CONCERNS  
COMMITTEE BY PHONE,  
EMAIL, OR  
JUST BY WALKING INTO  
THE UUP OFFICE.



Academic Grievance Officer:  
[academic.grievance@uupsbu.org](mailto:academic.grievance@uupsbu.org)

Professional Grievance Officer:  
[professional.grievance@uupsbu.org](mailto:professional.grievance@uupsbu.org)

**West Campus Office:**  
S-5415 Melville Library  
Stony Brook, NY 11794-3388  
631.632.6570  
[westchapter@uupmail.org](mailto:westchapter@uupmail.org)

## WHERE CAN I GO FOR HELP?



THE UUP GRIEVANCE AND  
WORKPLACE CONCERNS  
COMMITTEE EXISTS:

- ✓ To protect the contractual rights of faculty and staff
- ✓ To help all faculty and staff navigate and improve their working conditions

The **Grievance and Workplace Concerns Committee** will help you navigate difficult workplace conditions by providing access to range of services: from documentation, to mediation and strategic support, mentorship, and when appropriate, support you in officially filing a grievance.