HARVARD MEDICAL SCHOOL

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HMS/HSDM/HSPH Ombudsperson Overview
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Overview and Questions for Discussion

Overview

The HMS/HSDM/HSPH Ombuds Office (Office) was established in 1991 with the support of the HMS Joint Committee on the Status of Women to foster an understanding and tolerance of differences through education in order to prevent harassment and discrimination. In 25 years, the Office has served over 10,000 visitors. It now provides informal, impartial, confidential and independent assistance to members of the community in managing or resolving *any* issues affecting their work or academics. Services include conflict coaching, one-on-one and group facilitation, education regarding policies, procedures and resources, training design and delivery and reporting trends to leadership. These services are available to faculty, staff, students and trainees of Harvard's Longwood Campus schools and to Harvard appointees of affiliate institutions.

Slides*: Statistics for HMS Faculty July 2015-June 2016
July-December 2016
Statistics for HMS Students and Trainees July 2015-June 2016
July-December 2016

**Please note that because of the confidential nature of record-keeping and reporting by the Ombuds Office, copies of these statistics will not be shared in advance or provided at the meeting.*

Central to the mission of the Ombuds Office is the promotion of diversity and inclusion among all member of the HMS community. A sampling of cases will highlight some of the common issues and challenges visitors have shared in the past eighteen months.

Questions to consider:

In this time of likely extended uncertainty and political upheaval, what more is needed from HMS leadership and faculty—individually and systemically—to further a culture of civility, productive dialogue and respect among all? What needs to be done to turn the HMS Community Values statement--promoting diversity and inclusion--into a "living" document with a substantial presence at HMS? How can the Ombuds Office support all of these efforts?