

# Navigating Workplace Abuse at UW: A Guide for Graduates



This was designed and researched by TAA graduate volunteers. If you find yourself in need of an ally to navigate the system, we are here for you: [cec@taa-madison.org](mailto:cec@taa-madison.org).

	Academic Concern	Employment Concern	Hostile Environment	Discrimination & Harassment	Sexual Assault & Harassment
	If you have been unfairly treated or otherwise have a grievance related to the policies for graduate study.	If a supervisor has broken a policy specific to your TA, PA, or RA work appointment.	If you have experienced unwelcome behavior that impairs your ability to carry out your work responsibilities.	If you have experienced conduct that denies you of equal privileges or treatment on the basis of a federally protected status (e.g. ability, gender, race).	If you have experienced sex discrimination, sexual harassment, sexual assault, violence, stalking, or retaliation.
	<b>Where to find the relevant UW policy</b>				
	Academic Program or College	Office of Workforce Relations	Office of Workforce Relations	Office of Compliance (Equal Opportunity Investigation Program)	Office of Compliance (Title IX Coordinator)
	Departmental Grievance Procedure (see academic handbook) <a href="https://grad.wisc.edu/documents/grievances-and-appeals/">https://grad.wisc.edu/documents/grievances-and-appeals/</a>	Graduate Assistant Policies & Procedures <a href="https://hr.wisc.edu/policies/gapp/">https://hr.wisc.edu/policies/gapp/</a>	Hostile & Intimidating Behavior <a href="https://hr.wisc.edu/hib/principles-and-policies/">https://hr.wisc.edu/hib/principles-and-policies/</a>	Federal Non-Discrimination Laws <a href="https://compliance.wisc.edu/eo-complaint/">https://compliance.wisc.edu/eo-complaint/</a>	Policy on Sexual Harassment and Sexual Violence <a href="https://compliance.wisc.edu/titleix/">https://compliance.wisc.edu/titleix/</a>
	<b>Resources to discuss your options*</b>				
	<ul style="list-style-type: none"> <li>➤ Dept. Director of Graduate Studies</li> <li>➤ Graduate School Director of Academic Services</li> <li>➤ Dean of Students Office</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>TAA Labor Union</b></li> <li>➤ Ombuds</li> <li>➤ Office of Workforce Relations</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>TAA Labor Union</b></li> <li>➤ HIB Liasons</li> <li>➤ Ombuds</li> <li>➤ Office of Compliance</li> <li>➤ Office of Workforce Relations</li> </ul>	<ul style="list-style-type: none"> <li>➤ Divisional Disability Representative</li> <li>➤ Office of Compliance</li> <li>➤ ADA Coordinator</li> <li>➤ Title IX Coordinator</li> <li>➤ McBurney Center</li> </ul>	<ul style="list-style-type: none"> <li>➤ Title IX Coordinator</li> <li>➤ Dean of Students Office</li> <li>➤ Ombuds</li> <li>➤ Office of Employee Assistance</li> </ul>
	<b>How to file a formal complaint†</b>				
	Check policy, could be limited time to file	No limit to file, prefer <60 days; limits on retroactivity	No specified time limit to file, prefer ASAP	Must file within 300 days of event	No specified time limit to file, prefer ASAP
	Department specific, usually a written complaint to the Director of Graduate Studies in your department	A grievance begins with a written complaint to department or unit Chair/Director/Dean	Written complaint to department or unit Chair/Director/Dean; Informal complaint also available	File an Equal Opportunity Complaint with the Office of Compliance	Can file a report with the Title IX Coordinator, Dean of Students Office, and/or Office of Workforce Relations
<div> <div> <div>†Confidentiality cannot be guaranteed once a formal complaint is filed. If you wish to stay anonymous, you may be able to submit a Hate or Bias Report: <a href="https://doso.students.wisc.edu/bias-or-hate-reporting/">https://doso.students.wisc.edu/bias-or-hate-reporting/</a></div> <div> <b>Appeals Process</b> <div> College Dean ↓ Graduate School </div> <div> College Dean ↓ Workforce Relations ↓ Chancellor </div> <div> College Dean ↓ Provost </div> <div> Provost ↓ Chancellor </div> <div> Chancellor ↓ Chancellor </div> </div> </div> </div>					
*Workplace abuse rarely falls neatly into one category. Talk to someone to consider your best option and be sure to ask about the confidentiality.					