

# Navigating Workplace Abuse at UW: A Guide for Graduates

This was designed and researched by TAA graduate volunteers (updated 2026). 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                                                                                        |
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| 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 conduct at work that a reasonable person would find severe or pervasive. Both of you must hold a UW appointment at the time. | If you have experienced conduct that denies you equal privileges or treatment on the basis of a protected status (e.g. gender/sexual identity, race, disability, arrest record, veteran status). | If you have experienced sex discrimination, sexual harassment, sexual assault, violence, stalking, or retaliation. |

## Where to find the relevant UW policy\*

| <a href="#">Academic Program</a> or <a href="#">College</a>                                                                                                                                                            | <a href="#">Office of Workforce Relations</a>                                                                                                      | <a href="#">Office of Compliance (HIB Investigations)</a>                                                                                  | <a href="#">Office of Compliance (Civil Rights Investigations)</a>                                                                           | <a href="#">Office of Compliance (Sexual Misconduct Resource and Response Program)</a>                                                              |
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| Departmental Grievance Procedure<br>(see your program's Graduate Guide page, policy tab)<br>-<br><a href="https://grad.wisc.edu/academics/grievances-and-appeals/">grad.wisc.edu/academics/grievances-and-appeals/</a> | Graduate Assistantship Policies & Procedures<br>-<br><a href="https://policy.wisc.edu/library/UW-5082">https://policy.wisc.edu/library/UW-5082</a> | Hostile & Intimidating Behavior Policy<br>-<br><a href="https://policy.wisc.edu/library/UW-147">https://policy.wisc.edu/library/UW-147</a> | Non-Discrimination Laws & Policies<br>-<br><a href="https://compliance.wisc.edu/eo-complaint/">https://compliance.wisc.edu/eo-complaint/</a> | Policy on Sexual Harassment and Sexual Violence<br>-<br><a href="https://policy.wisc.edu/library/UW-146">https://policy.wisc.edu/library/UW-146</a> |

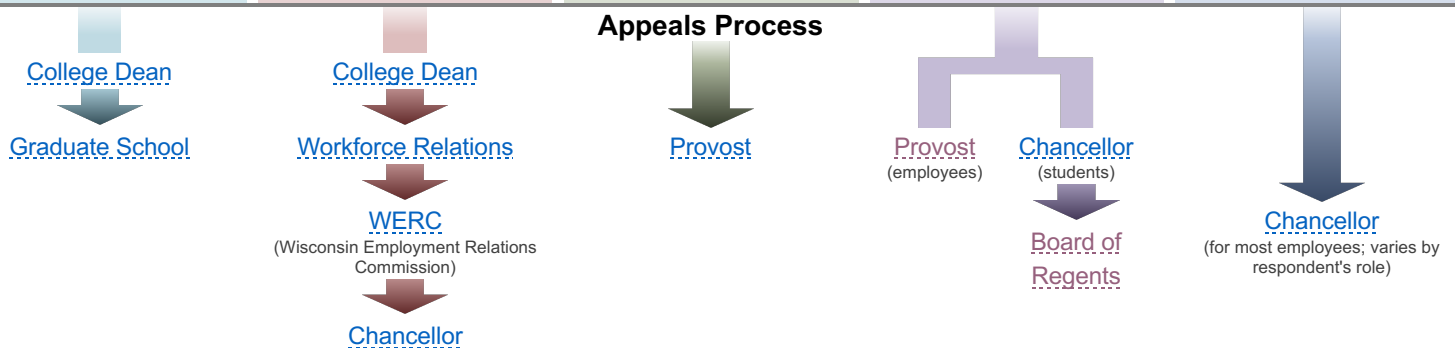
## Resources to discuss your options\*

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| <a href="#">Dept. Director of Graduate Studies</a><br><a href="#">Graduate School</a><br><a href="#">Assistant Dean for Academic Services</a><br><a href="#">Office of Student Assistance &amp; Support</a> | <a href="#">TAA Labor Union</a><br><a href="#">Ombuds</a><br><a href="#">Office of Workforce Relations</a> | <a href="#">TAA Labor Union</a><br><a href="#">HIB Liaisons</a><br><a href="#">Ombuds</a><br><a href="#">Office of Compliance</a><br><a href="#">Office of Workforce Relations</a> | <a href="#">Divisional Disability Representative</a><br><a href="#">Office of Compliance</a><br><a href="#">ADA Coordinator</a><br><a href="#">Title IX Coordinator</a><br><a href="#">McBurney Center</a> | <a href="#">Title IX Coordinator</a><br><a href="#">Office of Student Assistance &amp; Support</a><br><a href="#">Ombuds</a><br><a href="#">Employee Assistance Office</a> |
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## How to file a formal complaint†

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| Check program policy; <a href="#">final appeal</a> due within 14 calendar days of school/college decision               | Typically within 60 days; remedies go back no more than 60 days (90 in some cases)                                                                | Must file within 300 calendar days of most recent incident                                                       | Must file within 300 days of event; extensions possible in some cases                               | No specified time limit to file, prefer ASAP                                                                                                                                        |
| Department specific, usually a written complaint to the <a href="#">Director of Graduate Studies</a> in your department | Written complaint to department or unit <a href="#">Chair/Director/Dean</a> ; appeals through Workforce Relations due within 10 working days each | Written complaint to the <a href="#">Office of Compliance (online form)</a> ; informal resolution also available | File a written discrimination complaint with the <a href="#">Office of Compliance (online form)</a> | Can file a report with the <a href="#">Title IX Coordinator</a> , <a href="#">Office of Student Assistance &amp; Support</a> , and/or <a href="#">Office of Workforce Relations</a> |

## Appeals Process



\*Workplace abuse rarely falls neatly into one category. Talk to someone to consider your best option and be sure to ask about confidentiality.

†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, reviewed by the [Office of Compliance](#) and [Office of Student Assistance & Support](#) (anonymity may limit their response): <https://osas.wisc.edu/report-an-issue/bias-or-hate-reporting/>