  
**State of Iowa**  
**Executive Department**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

## P R O C L A M A T I O N

**WHEREAS,** Iowans are committed to fostering a community that promotes equity, fairness, respect, adherence to the law, and effective resolution of disputes within a diverse population; and

**WHEREAS,** disagreements, conflicts, complaints, confusion, and questions will inevitably arise in any government or institution; and

**WHEREAS,** the fair and effective resolution of such issues is in the best interest of all parties involved; and

**WHEREAS,** Iowans acknowledge the numerous benefits of providing Ombuds services for addressing issues such as bullying, bias, discrimination, sexual harassment, legal disputes, employment concerns, interpersonal conflict, and unethical behavior; and

**WHEREAS,** Ombuds programs come in many variations, serve a variety of constituents, and adhere to different standards of practice depending on their role and function in helping constituents address a broad range of questions, disputes, complaints, and concerns; and

**WHEREAS,** Ombuds offices have been established in various academic institutions and public organizations, providing highly valued conflict resolution services; and

**WHEREAS,** all Iowans are encouraged to become familiar with Ombuds offices and make use of these essential services as needed:

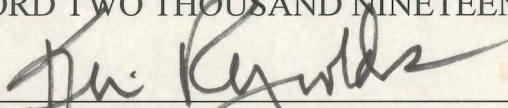
**NOW, THEREFORE, I,** Kim Reynolds, Governor of the State of Iowa, do hereby proclaim October 10, 2019 as

## Ombuds Day

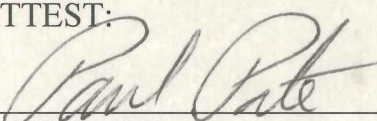
in Iowa.



IN TESTIMONY WHEREOF, I HAVE HERETO SUBSCRIBED MY NAME AND CAUSED THE GREAT SEAL OF THE STATE OF IOWA TO BE AFFIXED. DONE AT DES MOINES THIS 10<sup>th</sup> DAY OF OCTOBER IN THE YEAR OF OUR LORD TWO THOUSAND NINETEEN.

  
KIM REYNOLDS  
GOVERNOR OF IOWA

ATTEST:

  
PAUL PATE  
SECRETARY OF STATE