



Office of the President
Grinnell College

Proclamation
October 10, 2019

WHEREAS, Grinnell College is committed to fostering an academic and professional environment that promotes equity, fairness, respect, adherence to policy, and effective resolution of disputes within a richly diverse population of faculty, staff, students and the greater community; and

WHEREAS, disagreements, conflicts, complaints, confusion, and policy questions will inevitably arise in any institution; and

WHEREAS, the fair and effective resolution of such issues is in the best interest of both the individuals involved, and the college as it fulfills its mission of teaching, service and research; and

WHEREAS, our college acknowledges the numerous benefits of providing informal and confidential channels for addressing issues such as bullying, bias, discrimination, sexual harassment, academic disputes, employment concerns, interpersonal conflict and unethical behavior; and

WHEREAS, an Ombuds Office is an independent, informal, confidential and impartial resource whose purpose is to assist all members of the college community with a broad range of questions, disputes, complaints, and concerns; and

WHEREAS, the Ombuds Office that has been established at Grinnell College provides highly valued conflict resolution services to the college.

NOW, THEREFORE, I, Raynard Kington, President of Grinnell College, do hereby proclaim the second Thursday of October, starting October 10, 2019 and into perpetuity, as:

OMBUDS DAY

and encourage all faculty, staff and students of Grinnell College to become familiar with the Ombuds Office on our campus, and to support and utilize these essential services.

A handwritten signature in blue ink, appearing to read "Raynard S. Kington".

Raynard S. Kington
President