

Title	Version	Last consented (Due for review)
Conflict Resolution Policy	0.0.1	April 24, 2020
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Abstract		

IBL Conflict Resolution Policy

This policy applies only to scientific conflicts. Any interpersonal conflicts that arise (e.g. harassment, bullying or discrimination) -- should be addressed by local institutional mechanisms. More guidance about interpersonal conduct can also be found in the [IBL Membership Ethical Code](#).

The IBL aims to build and maintain a collaborative community in which all members work constructively together. However, problems, misunderstandings and frustrations can arise in the course of scientific interactions. The purpose of this conflict resolution policy is to provide an effective and consistently applied method for community members to raise concerns and have those concerns resolved quickly, fairly and without reprisal.

Individuals who use this process to initiate or participate in resolving a conflict or make a complaint must never be subject to penalty or retribution.

Procedure

1. If at all possible, individuals in conflict should first attempt to resolve issues by direct communication.

2. If direct communication is unsuccessful (or not possible for other reasons) the individuals should approach a relevant leader, such as the working group chair, postdoctoral representative, or an Executive Board member to help mediate the conflict.
3. If that avenue is unavailable or proves to be unsuccessful individuals should approach the Facilitator.
4. If individuals feel that the Facilitator and EB members have a conflict of interest in the dispute, or they can not resolve the issue to the satisfaction of both parties, one of the individuals may contact the Ombudsperson to help address the conflict.
5. If the conflict has still not been resolved after these steps have been taken, an external mediator may be brought in to assist. The request for an external mediator can come from an individual involved in the conflict, the Ombudsperson or the Facilitator. Unless the Facilitator is deemed to have a conflict of interest, s/he will manage this process.

The Role and Responsibilities of the Ombudsperson in resolving Scientific Conflicts

The primary role of the Ombudsperson is to support IBL researchers (postdocs, graduate students, technicians and staff) in the process of resolving scientific conflicts with IBL leadership. S/he does not solve problems, but can help individuals figure out how to approach them.

The Ombudsperson may not be fully familiar with IBL policies but may identify where conflicts may be the result of policy violations or areas where there are gaps or inconsistencies in the policies. S/he can suggest policy changes, but it is up to the IBL to decide what changes to make.

All communications with the Ombudsperson will be treated with full confidentiality, with the exception of circumstances that trigger mandatory reporting requirements. With permission from the researcher the Ombudsperson can reach out to others to help facilitate a resolution.

The Ombudsperson is not intended to directly mediate conflicts, though s/he can suggest calling in an internal or external mediator if s/he thinks that it is an appropriate approach to resolving the conflict.