



Central Student Government

Assembly Resolution 14-092

Reform Student Employee Grievance Policies Act

Resolution Information

Sponsor(s)	Wade Vellky, LSA Jake Frederick, Vice President (LSA)
External author(s)	
Endorser(s)	Erin Neely, Rules Vice Chair, Rackham Lucas Korn, Vice Speaker, Ethics Chair, Executive Nominations Vice Chair, LSA Natalie Tomasello, Taubman Hana Kiswani, Social Work Ethan Levine, Resolutions Vice Chair, LSA Cory Knittle, Communications Chair, Ford
Long title	A Declarative Resolution to Improve Grievance Policies for Student Employees at U-M.
Author Summary	If passed and adopted by the assembly, this resolution will call on the university to immediately update and improve student employee grievance policies. Currently, student employees who are experiencing a conflict or dilemma at work must navigate through a complex and confusing web of requirements and procedures in order to file a grievance and work towards a solution. This resolution calls on the university to correct this, and make the process far more straightforward and employee-friendly.

Assembly Information (to be completed by the Speaker)

Requirements	Reading in two separate meetings; simple majority vote; Presidential approval.
Committees	Resolution

Committee Information (to be completed by the respective Committee Chairs)

Committee (if applicable)	Passed For First Reads (Y/N; Initials)	Passed For Second Reads (Y/N; Initials)
Rules		
Finance		
Communications		
Resolutions	Y:MP	Y: MP



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Attest

Eric Veal, LSA
Speaker of the Assembly

Yes: Unanimous

Date: 14 March 2025

Presidential Approval

Mario M. Thaqi, LSA

March 17th, 2025

Date



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Section 1.

The Central Student Government Assembly finds and declares all of the following:

WHEREAS,

Many students at the University of Michigan face challenges with the current grievance policies, which can be unclear, difficult to navigate, and insufficiently responsive to student needs. These complicated and ambiguous procedures discourage student employees from reporting misconduct in the workplace. Students who opt not to formally report misconduct must approach supervisors to address their concerns informally, which often leads to little solution or acknowledgment; AND,

WHEREAS,

The Grievances and Dispute Resolution Procedure, outlined on the University of Michigan website, encourages employees to “seek pre-grievance counseling and consider informal dispute resolution.”⁵ The inclusion of this language in an outlined process discourages employees from formally seeking resolution to misconduct and mistreatment;¹ AND,

WHEREAS,

The Grievances and Dispute Resolution Procedure is a relatively high maintenance process for employees. The process contains a lot of language like “[employee must] review the record”, “[employee must] schedule a review meeting”, and “If not satisfied with the Step 2 answer, [employee must] appeal to the University Grievance Review Committee.” Employees may not be motivated to engage in a process where they must exert a lot of personal effort to even hope for a resolution to a difficult and uncomfortable working situation. Once a formal dispute is filed, the process should be streamlined and simple for employees to understand. The University of Michigan should have a responsibility to ensure that their process does not discourage employees from reporting misconduct. Employees should be supported and encouraged throughout the process to ensure a fair and appropriate outcome;² AND,

WHEREAS,

The grievance processes at peer institutions, such as the University of California, Berkeley,³ and the University of Wisconsin-Madison,⁴ have demonstrated greater effectiveness through the implementation of dedicated student grievance support centers, clear procedures, and a commitment to swift resolutions;¹ AND,

WHEREAS,

The University of Michigan, while offering a general grievance procedure, lacks centralized resources and guidance for students facing difficulties. This has led to confusion, frustration, and a sense of disengagement among those who need to voice their concerns; AND,

¹ [University of Michigan Grievances and Dispute Resolution](#)

² Ibid.

³ [University of California - Berkeley Student Grievance Policies](#)

⁴ [University of Wisconsin - Madison Student Grievance Policies](#)



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WHEREAS,

Universities like [Brown University](#)⁵ and [Northwestern University](#)⁶ have a Bias Incident Response Team made up of administrators who are dedicated to reviewing reports surrounding “instances of hate and bias.” These teams have structured processes for reviewing and addressing these reports; AND,

WHEREAS,

The University of Michigan’s employee grievance reporting procedure lacks a specific reporting service for student employees that face identity-based discrimination or harassment in the workplace. The University’s Standard Practice Guide encourages employees who face identity-based bias in the workplace to turn to other offices to report such misconduct; AND,

WHEREAS,

Student employees deserve a grievance process that is transparent, accessible, and student-centered, ensuring that their concerns are addressed fairly and promptly, contributing to a safer, more inclusive campus environment; AND,

WHEREAS,

The Central Student Government has a responsibility to support the student body by “...enhanc[ing] student welfare...” and ensure that all students have access to a fair and effective grievance process.⁷

Section 2.

THEREFORE it is, by the Students of the University of Michigan, through Central Student Government:

RESOLVED,

CSG will advocate for the University of Michigan to implement a dedicated, **student-specific** grievance support office that provides guidance, resources, and timely support for student employees and graduate students working on behalf of the university filing grievances;

AND FURTHER RESOLVED,

This newly established office should provide clear, easy-to-follow procedures and an online portal to track the status of grievances, similar to those used at UC Berkeley and other peer institutions, ensuring transparency and accountability in the process;

AND FURTHER RESOLVED,

A quarterly report should be produced to monitor the effectiveness of the updated student grievance process, including metrics on response times, student satisfaction, and the number of grievances successfully resolved without publicizing information regarding individual cases or personal details;

AND FURTHER RESOLVED,

The newly established grievance office should host informational workshops and outreach programs to educate students about the rights and responsibilities included in the new student grievance process and ensure that they not only know when they are eligible to use the process, but that they feel confident in utilizing it when needed;

⁵ [Brown University Bias Review Team](#)

⁶ [Northwestern University Bias Incident Response Team](#)

⁷ [Central Student Government – University of Michigan](#)



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AND FURTHER RESOLVED,

The Central Student Government will work closely with University administration to review the effectiveness of the student grievance policy and make any necessary adjustments based on student feedback and best practices from peer institutions;

AND FURTHER RESOLVED,

The student grievance process should be reviewed and updated annually to ensure its relevance, accessibility, and responsiveness to the evolving needs of the student body;

AND FINALLY RESOLVED,

Copies of this resolution shall be sent to:

- University of Michigan Board of Regents
- Santa Ono, President of the University of Michigan
- Erik Wessel, Office of Student Conflict Resolution (OSCR)
- Laura Blake Jones, Associate Vice President and Dean of Students
- Martino Harmon, Vice President for Student Life