



Ombudspeople

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CMB-S4 Collaboration Meeting
May 9-13, 2022



The Ombudspeople

- are independent, neutral, and confidential resources for CMB-S4 collaboration members to bring any CMB-S4 related concern.
- provide an alternate and informal channel of communication
- listen to people and offer information about CMB-S4 policies and procedures.
- help people who seek a confidential channel for discussing or addressing an issue of concern without fear of retribution.
- help to promote ethical conduct and values; to alleviate disruption caused by disputes; and to identify policies, practices, or issues where a systems change may be appropriate.
- provide a place for people to seek guidance on how to report actual or potential violations of CMB-S4 obligations, and, if they wish it, to do so anonymously.
- follow the [International Ombudsman Associations Code of Ethics and Standards of Practice](#).

Neutral Unaligned Impartial Confidential Independent Informal

The Ombudspeople

- are designated neutral and remain unaligned and impartial.
- strive to promote procedural fairness in the content and administration of the collaboration's practices and processes and policies.
- do not engage in any situation that could create a conflict of interest.
- will not answer questions about people with whom they may have spoken, or disclose an individual's name or specific issue.
- do not keep permanent records of confidential communications. Permanent records kept by the Ombudspeople include only statistical information for analyzing and reporting trends and recommendations to the collaboration. All other records are regularly destroyed.
- are independent in structure, function and appearance to the highest degree possible within the organization.
- work informally and have no power to make, change, or set aside administrative decisions or CMB-S4 policy.
- The ombuds people provide a report to the S4 community on a yearly basis

[CMB-S4 Ombudsperson Report 2018-2020](#)

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Please don't hesitate to reach out with issues that are bothering you, we are here to listen and can facilitate discussion, help you resolve conflicts and advise you on next steps if you want to escalate any complaints.

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