



Ref. No. JU/09/07884/21

Vodňany, 13th December 2021

Dean's Measure No. 35/2021 Ombudsman of the FFPW USB

Introductory provisions

In connection with the establishment of the position of the Ombudsman of the University of South Bohemia in České Budějovice (<https://www.jcu.cz/cz/univerzita/organy/eticka-komise-ju/ombudsman-jihoceske-univerzity-v-ceskych-budejovicich>), I set up the position of the Ombudsman at the Faculty of Fisheries and Protection of Waters of the University of South Bohemia in České Budějovice (hereinafter "FFPW USB"). The Ombudsman of the FFPW USB will be the direct contact for the USB Ombudsman.

The Ombudsman of the FFPW USB is an elected and independent function, which is established to provide confidential assistance to all employees and students of the FFPW USB, especially in resolving labor conflicts, disputes, and complaints. The aim of the activities of the Ombudsman of the FFPW USB is to ensure fair and equal treatment between employees and students within the FFPW USB and to improve the overall quality of the working and study environment. He/she will focus on mediation and the resolution of various complaints or disputes (beyond the existing regulations).

Election of the Ombudsman of the FFPW USB

The Ombudsman of the FFPW USB is elected by the Academic Senate of the FFPW USB, which announces elections by its resolution.

Any member of the FFPW USB Academic Senate may nominate a candidate for the Ombudsman of the FFPW USB by delivering a written proposal to the Chairperson of the FFPW USB Academic Senate within the set deadline. The proposal must contain the unambiguous identification of the candidate and the candidate's handwritten consent.

Any of the FFPW USB employees can be nominated as a candidate. The function of the Ombudsman of the FFPW USB is incompatible with the function of the FFPW USB Dean, Vice-Dean, Director of the Institute, Chairperson and Vice-Chairperson of the FFPW USB Academic Senate.

The candidate is elected the Ombudsman of the FFPW USB, if an absolute majority of all members of the Academic Senate of the FFPW USB voted for him/her.

The term of office of the Ombudsman of the FFPW USB is four years.

The Ombudsman of the FFPW USB may be dismissed during his/her term of office. Any member of the FFPW USB Academic Senate may submit a request for appeal to the Chairperson of the FFPW USB Academic Senate. The request to dismiss the Ombudsman of



the FFPW USB is accepted if an absolute majority of all members of the Academic Senate of the FFPW USB voted for it.

What the Ombudsman of the FFPW USB solves

- Complaints and suggestions if you think that a head/colleague, teacher, or examiner is treating you arrogantly or inappropriately.
- Complaints and suggestions if relationships at the workplace or during the study show signs of sexual harassment, bullying, mobbing, bossing, or other forms of arbitrariness and are not resolved following the procedure set out in the internal regulations of the FFPW USB and the USB.
- He/she also accepts suggestions from Czech or foreign students to improve the conditions and environment for a more pleasant course of study and easier adaptation to the faculty staff.

What the Ombudsman of the FFPW USB does not solve

- He/she does not answer questions falling within the agenda of specific organizational units of the FFPW USB. If you have any questions, please contact the relevant units of the FFPW USB.
- General (without proper justification) or anonymous complaints.

What is the authority of the Ombudsman of the FFPW USB?

- He/she is entitled to conduct independent investigations, which were initiated by the staff or students of the FFPW USB, but he/she cannot replace the activities of the relevant faculty/university bodies or change their decisions.
- He/she is entitled to request documents and verify the facts that will contribute to the objective assessment of the case / the complaint.
- In the event of a conflict with the procedure set out in the internal regulations of the FFPW USB, the USB and finding the merits of the complaint/initiative, the Ombudsman of the FFPW USB shall forward the complaint/initiative together with his/her recommendation to the person responsible for the given area at the FFPW USB or depending on the nature of the conflict, the complaint/initiative will be resolved with the USB Ombudsman.

CONTACTS

e-mail: ombudsman@frov.jcu.cz

This Dean's Measure shall enter into force on 1st January 2022.

Prof. Dipl.-Ing. Pavel Kozák, Ph.D.
Dean of FFPW USB