

Resources: List of Ombuds Issues
for Organizational Ombuds who Want More Ideas for a Database

Rowe, Hedeem, Schneider, Escalante from the International Ombuds Association (IOA) Survey

Concerning Interpersonal Behavior

- Interpersonal abuse
- Deliberate interference with the work of others (e.g., sabotage)
- Retaliation
- Concerns about suicide (by visitor or others)
- Concerns about homicide (by visitor or others)

Organizational Issues

- Performance evaluations or grading
- Leader, manager, co-worker or supervisor decisions or actions
- Benefits
- Promotion/demotion/transfer
- Workload or work/life imbalance
- Flexibility in work arrangement (e.g., remote, telework)
- Layoffs, reorganization, firings, AI disruptions
- Suggestions for improvement or other ideas for the benefit of the organization
- Interim/replacement leadership appointments
- Safety concerns (incl. fear)

Organizational Values and Ethics

- Whistleblowing
- Waste/Fraud/Abuse
- Scientific/academic/organizational research misconduct
- National security
- Insider threat
- Gross negligence
- Ethics
- Excellence/rigor

Financial misconduct

Intellectual property/noncompetete

Good ideas or Suggestions

New Issues or reemergence of old issues

Note: This article draft is part of a [Resource Repository](#) designed to support identifying—and helping to quantify—the value of an **Organizational Ombuds (OO)**. This Resource Repository is a **work in progress**. It is open to improvements, additions, deletions, critique, revision and random commentary. If any page in the repository is helpful, or needs revision, please let us know. Please contact [Mary Rowe](#) or other co-authors, if you can help to improve these pages or have another page to offer.