DRAFT

EXAMPLE CATEGORIES

Corporate and General:

Requests for Information only

Guidance/coaching

Policy questions

Fear of reporting

Fraud and abuse

Employment:
- Sexual harassment/discrimination
- Other types of unfair treatment
- Title VII
- Guidance for managers
- Inquiries from union members
- Senior management
- Middle management
- New hires
- Difficult bosses
- Difficult employees/ co-workers
- Confidentiality is everything and question before the real question
- Dealing with relationship issues

Where formal channels are part of the problem

HR

Navigating the bureaucracy

Retention issues:
- Helping employees exit gracefully
- Retaining talent

Compliance/ internal audit

Risk management

Relationship preservation or building

Reputational issues:
    preserving/restoring individual reputations
    avoiding reputational damage to organization

Addressing gaps in communications, policies, expectations and obligations
    Gaps between leadership and managers
    Gaps between promises and execution
    Gaps between managers and workers
    Gaps between faculty and students

Facilitation of improved communication

Checks and balances

High impact/ threats to organizational reputation, brand, or company

Breaking confidentiality/ imminent threat of serious harm

Breaking confidentiality/permission given to make disclosure

Reports to senior management that make a difference

Identifying trends/systemic issues; recommendations to improve process and policy

Raising issues but trying not to be a whistleblower

Early detection of problems that could lead to adverse perceptions, impacts and costs

Governmental:
    Recordkeeping
    Public inquiries
    Freedom of Information/Public Records issues

International-Multinational:
    Cross Cultural issues
    International policies/local culture

K-12:

    Student issues
    Staff issues
    Policies
    Parent issues

University:

    Undergraduate issues
        Title IX
        Clery Act
        Student life
        Other issues
    Counseling referrals
    Graduate students
    Non-tenured faculty
    Tenured faculty
    Hybrid issues involving different constituencies
    Faculty conflict
    STEM issues