

INTERNATIONAL OMBUDSMAN ASSOCIATION
Reporting Categories 2011-2016

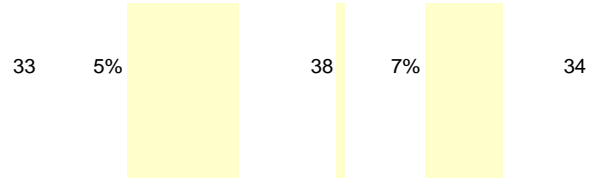
Category

Number

Percent

	2016		2015		2014		2013		2011-2012	
2.d Reputation (possible impact of rumors and/or gossip about professional or personal matters)	26	4%	23	4%	33	6%	15	4%	7	2%
2.e Communication (quality and/or quantity of communication)	96	14%	58	10%	38	7%	31	9%	21	7%
2.f Bullying, Mobbing (abusive, threatening, and/or coercive behaviors)	17	2%	27	5%	13	2%	24	7%	12	4%
2.g Diversity-Related (comments or behaviors perceived to be insensitive, offensive, or intolerant on the basis of an identity-related difference such as race/ethnicity)										

2.r **Equity of Treatment** (favoritism, one or more individuals receive preferential treatment)



3.] Other (any peer or colleague relationship not described by the above categories) Please specify below:	4	5%	2	3%	6	8%	10	15%	7	11%
Other 1:										
Other 2:										
Other 3:(add additional rows, if necessary)										

4 Career Progression and Development Questions, concerns, issues or inquiries about administrative processes and decisions regarding entering and leaving a job, what it entails, (i.e., recruitment, nature and place of assignment, job security, and separation.)

	<u>2016</u>			<u>2015</u>			<u>2014</u>			<u>2013</u>			<u>2011-2012</u>		
	Sub-total	94	8.4%	134	13.5%	167	18.3%	113	17.0%	144	21.8%				
4.a Job Application, Selection and Recruitment Processes (recruitment and selection processes, facilitation of job applications, short-listing and criteria for selection, disputed decisions linked to recruitment and selection)	11	12%		5	4%	4	2%	2	2%	6	4%				
4.b Job Classification and Description (changes or disagreements over requirements of assignment, appropriate tasks)	10	11%		9	7%	4	2%	7	6%	19	13%				

4.g	Resignation (concerns about whether or how to voluntarily terminate employment or how such a decision might be communicated appropriately)	2	2%	16	12%	27	16%	24	21%	15	10%
4.h	Termination/Non-Renewal (end of contract, non-renewal of contract, disputed permanent separation from organization)	6	6%	23	17%	19	11%	19	17%	14	10%
4.i	Re-employment of Former or Retired Staff (loss of competitive advantages associated with re-hiring retired staff, favoritism)	3	3%	1	1%	2	1%	2	2%	4	3%
		2016	2016	2015	2015	2014	2014	2013	2013	2011-2012	2011-2012

4.j

5.d Discrimination (different treatment compared with others or exclusion from some benefit on the basis of, for example, gender, race, age, national origin, religion, etc.[being part of an Equal Employment Opportunity protected category - applies in the U.S.]	7 50%	6 22%	2 7%	1 3%	5 14%
5.e Disability, Temporary or Permanent, Reasonable Accommodation (extra time on exams, provision of assistive technology, interpreters, or Braille materials including questions on policies, etc. for people with disabilities)	0 0%	6 22%	2 7%	12 33%	5 14%
5.f					

8.j Interdepartment, Interorganization Work, Territory (disputes about which department/organization should be doing what/taking the lead) 099 6(a%e	8 8%	7 7%	2 6%	4 13%	0 0%	
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8.k **Other** (any organizational issue not described by the above categories)