

Who to contact in case of conflict?





Conflicts?

Pretty sure. We have all been there. If you are working on your PhD, apart from your research, solving conflicts becomes one of your core strengths sooner than you know. Most of them are our daily business, from conflicting meeting schedules, to talking past each other or trying to ascertain extra information.

Some other conflicts might be more intricate, completely unfamiliar to you or consume a lot more of your attention. These issues could concern your working contract, a disagreement with your supervisor or situations that made you feel uncomfortable, unsafe or discriminated. Dealing with these kind of conflicts is often stressful or can be hard to cope with.

The good news is that you are not alone! There are trustworthy and experienced people who can support you. In this guide we give you an overview of whom to contact if you could use support in a pending conflict or for information on how to prevent it.



At your institute



Equal Opportunity Officer *Gleichstellungsbeauftragte*

...is in charge of the implementation of gender-based equal opportunities and sometimes for diversity matters. Some institutes have a representative for disabled persons.

Works and Staff Council

Personalrat / Betriebsrat

...is an elected council representing the interests of all employees of the institute. They can help you with questions concerning working contracts, vacations and salary. Members of the council have signed a confidentiality agreement.



Ombudsperson

...is elected or appointed at every Leibniz institute. They can act as mediators, and can investigate allegations of scientific misconduct and power abuse situations resulting of scientific misconduct.



PhD Coordinator(s)

...are in charge of career development. You can consult them on seminars, graduate schools, supervision agreements and offers for additional trainings. Not all institutes have PhD coordinators.



PhD Representative(s)

...are one or more elected doctoral researchers who represent the interests of all doctoral researchers to your institute management. They organize also events and represent your institute in the Leibniz PhD Network.



In the Leibniz Association



Advice Center for Conflict Guidance and Prevention



This external legal center provides advice on conflict prevention, guidance and resolution channels free of charge for all Leibniz employees. It can be contacted anonymously.

Contactperson: Rolf Zeißig

Mail: zeissig@zenk.com

Phone +49 30 24757427

Ombuds Committee

The Leibniz Association's Ombuds Committee investigates accusations of scientific misconduct and advises Leibniz institutions on good scientific practice.



Contact: ombudsgremium@leibniz-gemeinschaft.de



Network of Works and Staff Council

Speakers of all institute's Works and Staff Councils advocate for employees' rights. If your institute has no Works and Staff Council, you can ask here for advice.

Spokesperson: Bernd Bibra (bbibra@diw.de)

Speakers of the Leibniz Equal Opportunity Officers

Equal Opportunity Officers of the Leibniz institutes advocate for equal opportunities and diversity matters within the Leibniz Association. If your institute has no officer, you can get in touch with the spokesperson.



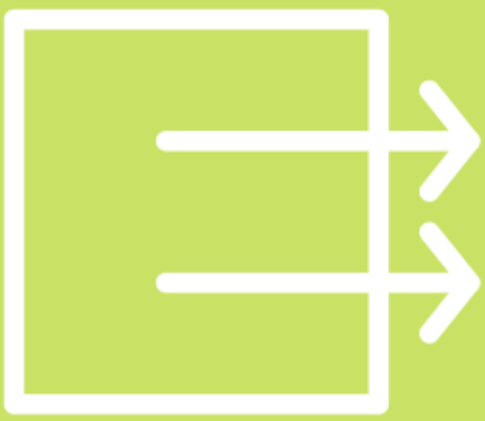
Spokesperson: Christine von Bloh (cvbloh@pik-potsdam.de)

Leibniz PhD Network

That's us! Our steering committee is elected annually by the PhD representatives of the institutes. We represent the interests of all doctoral researchers of the Leibniz institutions. Requests are always welcome!



Contact: spokesperson@leibniz-phd.net



Elsewhere

The German Research Ombudsperson

Ombudsmann für die Wissenschaft

A committee appointed by the German Research Foundation (DFG) to assist and investigate cases of scientific misconduct, including power abuse cases and mistreatment:

www.ombudsman-fuer-die-wissenschaft.de

Consider Psychological Counselling

All universities have counselling services that are usually accessible to PhD candidates. If you are looking for psychological support talking to your family doctor first is a good idea, too. If you don't have a family doctor consider this page:

www.weisse-liste.de/de/arzt/arztsuche/

Team up!

Connect with your peers, join PhD networks, talk to your family and friends about the conflict. You are not alone!

