**A GUIDE TO Conflict Resolution**

**Conflict With Whom?**
- with co-worker or classmate
- with PI
- with DGS

Try discussing the issue with them first. Did this help?
- No
- Yes

Identify a Mediator

Invite your PI to act as a mediator. Did this help?
- No
- Yes

Invite your DGS or a thesis committee member to act as a mediator. Did this help?
- No
- Yes

Consider one or more of these other possibilities for mediators: Dept. Chair, DGS of different Field, LDI, Peer Support Network, Diversity Council, Climate Committee. Did this help?
- No
- Yes

Consider one or more of these other possibilities for mediators: Other Faculty, Graduate School (Janna Lamey), University Ombudsman

**Consider consulting CONFIDENTIAL resources**
https://titleix.cornell.edu/resources

**Consider filing a Title IX or bias report**
titleix.cornell.edu/reporting

diversity.cornell.edu/our-commitments/bias-reporting-cornell

**Goals of conflict mediation:**
1. Ensure that the concerns of all parties are discussed and understood.
2. Reach a shared understanding about which concerns can be addressed.
3. Reach a concrete agreement regarding a plan and timeline to address the concerns.
4. Reach a shared understanding about how the parties will know if the plans, once enacted, have addressed the concerns.
5. Develop a concrete agreement to evaluate whether the plans, once enacted, have addressed the concerns, and if they have not, to modify the plans.

**Resources for difficult discussions:**
Intergroup Dialogue Program: idp.cornell.edu/idp-guides

Also helpful:
Individual Development Plans and Expectations
Agreements from Fields

**Contact info:**
Assistant Dean Janna Lamey (janna.lamey@cornell.edu)
MBG Diversity Council: Kara Zielinski (kaz42@cornell.edu)
MBG LDI: Linda Nicholson (lkn2@cornell.edu)
Cornell Ombudsman: www.ombudsman.cornell.edu/contact-us/