

UCSF Support Services, Information, and Policies *for Postdocs Having Difficulties with PI/Supervisor*

Revised 4.8.17

Support Services

[UCSF Office for Postdoctoral Scholars](#)

[Christine Des Jarlais](#), EdD, Assistant Dean for Postdocs and Career Development
415-476-1558

[UCSF Faculty and Staff Assistance Program \(FSAP\)](#)

Free confidential, short-term, one-on-one assistance for postdocs. Eligible for ~3 sessions.
415-476-8279

[UCSF Office of the Ombuds](#)

Mediation services and conflict management. Can help with difficult conversations.
ombuds.ucsf.edu; 415-502-9600

[UC Postdoctoral Scholars Benefits Plan Mental Health Care \(including alcohol and drug rehabilitation\)](#). 1-888-935-5966

- **Managed Health Network (MHN)**
[Benefits overview](#)

[UCSF Office of Sexual Harassment Prevention & Resolution](#)

[Denise Caramagno](#), CARE Advocate
415-502-8802

- **[UCSF Reporting Options and Resources](#) Available to Victims/Survivors of Sexual Assault, Relationship Violence, and Stalking**

- continued -

Information & Resources

[UC/UAW Postdoc Union Contract](#) - Know your rights.

uaw5810.org; 510-845-5726; uaw5810@uaw5810.org

[UCSF Office of Ethics & Compliance](#)

Responsible for evaluating and investigating all allegations of misconduct related to research at UCSF.

[Theresa O'Lonegan](#), AVC - Chief Ethics & Compliance Officer

415-502-3468

[Responsible Conduct of Research](#) information from the [National Postdoctoral Association](#)

[Office of Research Integrity](#) of the U.S. Department of Health and Human Services

[Report Suspected Misconduct](#)

Confidential Hotline 800-403-4744

This web page is hosted on EthicsPoint's secure servers and is **not** part of the University of California System website or intranet. You can report suspected misconduct on the phone or at the website. **You can choose to remain anonymous.**

[Guidelines](#) on Research, Data, Lab Notebooks, Authorship, and Manuscripts submitted for **publication**. From the UCSF Department of Neurosurgery (but broadly applicable).

[International Committee of Medical Journal Editors](#)

Authorship Issues

[Compact Between Postdoctoral Appointees and Their Mentors](#)

Guidelines for conversations between postdocs and their PIs.

[International Postdoc Survival Guide](#) from the National Postdoctoral Association

- continued -

Information & Resources - *continued*

[Osher Center for Integrative Medicine at UCSF](#)

[UCSF LGBT Resource Center](#)

[MyFamily@UCSF](#)

University Policies

[UCSF Campus Code of Conduct](#)

The principles and standards of conduct for everyone at UCSF.

[UC Faculty Code of Conduct](#)

Code of Professional Rights, Responsibilities, and Conduct of University Faculty, and University Disciplinary Procedures.

UC Policy on [Faculty Conduct and the Administration of Discipline](#) – APM 016

Includes types of disciplinary sanctions applicable to faculty.

UCSF [Procedure](#) for Investigation of Faculty Misconduct and the Administration of Discipline, effective January 20, 2016

Applies to any complaint of faculty misconduct received on or after January 20, 2016.

[UCSF Integrity of Research Policy](#)

It is the policy of UCSF to respond fully and fairly to all allegations of research misconduct and to comply with the reporting requirements of applicable funding agencies.

- *continued* -

University Policies - *continued*

[University of California Policy on Integrity in Research](#)

Misconduct means fabrication, falsification, plagiarism, or other practices that seriously deviate from those that are commonly accepted within the scholarly and scientific community for proposing, conducting, or reporting research. Misconduct does not include honest error or honest differences in interpretations or judgments of data.

[UC and UCSF Policies on Sexual Violence and Harassment](#)

Everyone at UC — students, faculty, postdocs, staff and administrators — has the right to a safe learning and working environment. Each of us plays a critical role in ensuring the university is a safe place, and should know the rules of being part of the UC community.

[Whistleblower Policy & Whistleblower Protection Policy](#)

UC and UCSF policies on Reporting Improper Governmental Activities and Protection Against Retaliation.

Articles with Practical Tips

[How to Successfully Handle Aggressive and Controlling People](#) from *Psychology Today*

[5 Keys to Handling Judgmental and Opinionated People](#) from *Psychology Today*

[6 Steps to Setting Boundaries in Relationships](#) from the *Huffington Post*

[Are You Too Nice? 7 Ways to Gain Appreciation & Respect](#) from *Psychology Today*

[Assertive vs. passive-aggressive behavior](#) from Mayo Clinic

[Ten ways to fight your fears](#) from UK National Health Service

[How to Handle a Bullying Boss](#) from Wiki-How

[Bosses Who Bully](#) from *Science Magazine*

[Work environment: When labs go bad](#) from *Nature*