# Analyzing your Conflict Management System

<table>
<thead>
<tr>
<th>Some Conflict Management Options</th>
<th>Interest-based</th>
<th>Rights-and power-based</th>
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</thead>
</table>

## Some Conflict Management Officess

- **Affirmative Action**
- **Audit**
- **Conflict Coaches/ Counselors**
- **Conflict Management System Office/ Coordinator/Steering Committee**
- **Disabilities**
- **Disciplinary Office/Internal Affairs**
- **Employee Assistance/Social Workers**
- **Environmental Hazards/Waste Hazards**
- **Equal Opportunity**
- **Ethics/Compliance**
- **Grad Students Deans/Advisors**
- **Hot Lines/Advice Lines/Idea Lines**
- **HR/IR/Human Capital**
- **Human Rights/Civil Right**
- **Human Subjects/ Animal Care**
- **Inspection/Inspectors Genera**
- **I.P./Patents/Copyrights**
- **Legal Counsel/General Counsel**
- **Line Management** relevant to issue

## Mediation Programs

- **Mediation**
- **Medical /Nursing/ Mental Health**
- **Mentors/ Peer Advisors**
- **Model Workplace**
- **Mortality/Morbidity**
- **Ombudsman Office**
- **Patient Ombudsman/Advocate**
- **Quality Assurance**
- **Race Relations/ Cultural Relations**

## Religious Counselors/ Chaplain:

- **Residence Advisors/Managers**
- **Risk Management**
- **Safety/ EH&S Working Groups**
- **Security/Campus Police**
- **Sexual/Racial Harassment Advisors**

## Staff Associations

- **Undergraduate**
- **Dean/Advisors/Council**
- **Unions, Stewards, Union Officials**

## Work/Family/Personal Life Programs

- **Working Groups/Council**

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