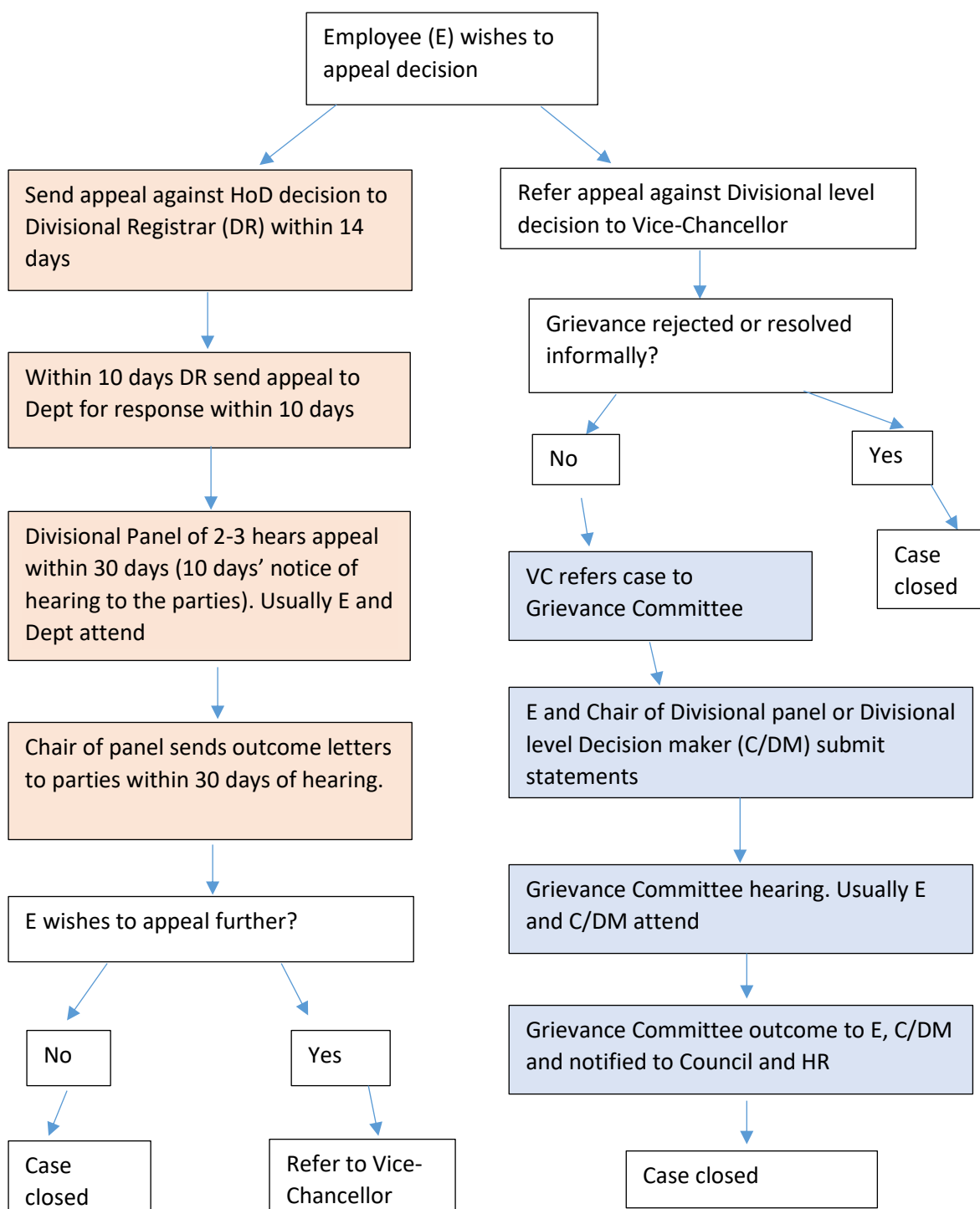


Grievance flowchart for University academic and academic-related staff 2 - appeals

This is a summary of key stages; the full details are to be found in the Grievance Procedure <https://hr.admin.ox.ac.uk/files/procedurestobefollowedtoresolvegrievancespdf>



Timings given are the normal expectation, but may not be possible due to pressure of work or complexity of cases