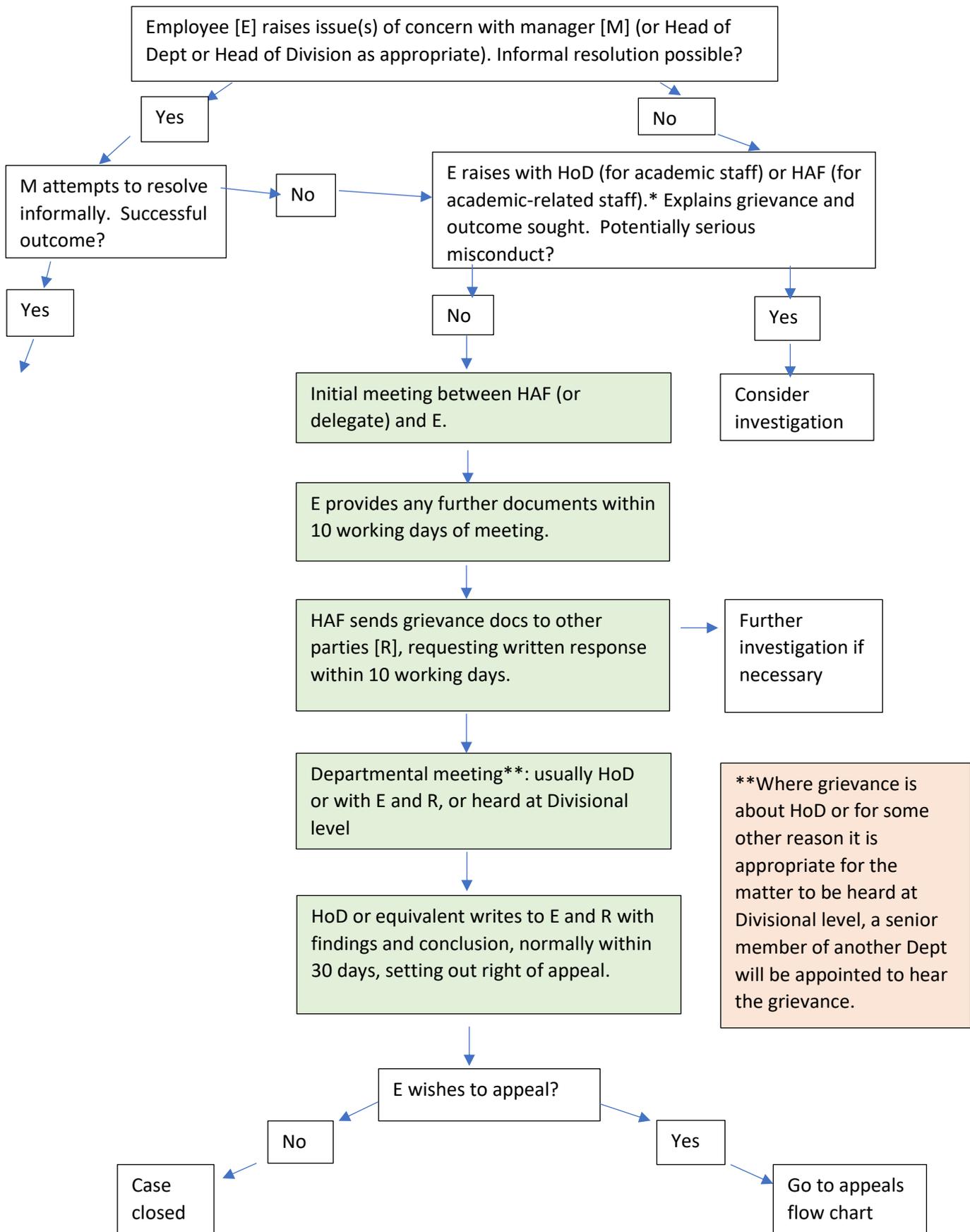


## Grievance flowchart for University academic and academic-related staff 1

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/grievance-procedure-academic-and-academic-related-staff>



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