

## **Human Resources Learning & Development**



# **Maynooth University Supports for Staff**

## Introduction

There are several supports available for colleagues who raise concerns outside of what the Developmental Review process can support. These are listed below to help reviewees and reviewers ensure they keep within the principles of the Developmental Review process.

Should a reviewee disclose something of a sensitive/personal nature, i.e. if someone is being bullied/harassed, discloses a disability, mental health condition etc. the following supports and contacts are in place for these issues. They should not be dealt with as part of the Developmental Review itself.

## Human Resources Policies & Wellbeing Supports

All HR Policies are available to access on the [HR Webpage](#)

[Protection of Staff Against Bullying, Harassment and Sexual Harassment Policy](#)

[Sabbatical Leave](#)

[Academic Promotions](#)

[Staff - Student Relationships](#)

[Career Break](#)

[Compassionate Leave](#)

[Carer's Leave](#)

[Force Majeure Leave](#)

Wellbeing Supports

[Wellbeing Supports](#) including the Inspire - Employee Assistance Programme

Contact: [humanresources@mu.ie](mailto:humanresources@mu.ie)

(01) 708 3866

## Equality, Diversity and Inclusion Policies

The following supports may be useful for you,

[Equality & Diversity Policy](#)

[Gender Identity and Expression Policy](#)

**Managing potential disclosures within meetings**

This [guide](#) deals with discussing traumatic events in public meetings.

Contact: [equality@mu.ie](mailto:equality@mu.ie)

(01) 708 4687

## Learning & Development Supports

[Education Support Policy](#)

[Learning & Development Directory](#)

Contact: [learning.development@mu.ie](mailto:learning.development@mu.ie)

(01) 474 7446

(01) 708 4570

## Mediation

[Mediation](#)

The service is designed to assist staff in resolving work-related disputes and differences in an informal, confidential, equitable and timely manner. Problems are listened to and concerns are discussed in a non-judgmental and supportive environment. The service is independent of other offices in the university, including the Human Resources Office, and the use of the service is completely voluntary.

### Services Provided

The services provided include the following:

- Information on rights and resources,
- Developing practical options for resolving disputes and differences,
- Facilitating constructive discussion,
- Acting as intermediary,
- Mediating disputes and
- Identifying patterns and causes of conflict in the university and, where appropriate, making recommendations on how matters might be improved.

## External Services/Helplines in times of Emergency

Ambulance/Gardai Emergency: 999

Local Gardai Maynooth (01) 629 2380; Leixlip (01) 666 7800

Pieta House: 1800 247 247

Rape Crisis Centre: 1800 778 888

Samaritans: 1850 609 090

Aware: 1800 80 48 48

## Further External Supports and Resources

[Mental Health Ireland Supports and Resources Directory](#)