

Faculty & Staff Resources

Contents

Affinity Groups	1
Balanced Dukes	2
Employee Assistance Program (EAP)	2
Human Resources	3
Madison Caucus on Gender Equality	3
Madison Hispanic Caucus	3
Mediation Services	4
Office of Equal Opportunity	4
Sisters in Session	5
Title IX Office	5
Physical Wellness	5
Safe Zone	6

Affinity Groups

Website: <https://www.jmu.edu/humanresources/balanced-dukes/employee-resource-groups/index.shtml>

Contact: email [Tara Torkelson](mailto:Tara.Torkelson@jmu.edu) for information

Affinity groups are loosely structured employee resource and recreational groups meant to encourage engagement and community among faculty & staff.

There are currently over 7 different affinity groups on campus. Reach out to the contact provided if you would like to start a new affinity group, or if you would like to promote your existing group.

Balanced Dukes

Website: <https://www.jmu.edu/humanresources/balanced-dukes/index.shtml>

Contact: email [Tara Torkelson](mailto:Tara.Torkelson@jmu.edu) for information

Faculty and staff are encouraged to join **Balanced Dukes** - a work-life balance and wellness program. **Balanced Dukes** strives to help our employees reach a blend of personal satisfaction in four core areas, Work, Family, Community, and Self, in pursuit of a meaningful quality of life.

Each year they host a Wellness Fair in the fall and our **Balanced Dukes Conference** in the spring. They also hold a bi-annual financial conference every **EVEN** year.

In addition, wellness workshops and campaigns are offered throughout the year.

Employee Assistance Program (EAP)

Website: <https://www.jmu.edu/humanresources/balanced-dukes/employee-assistance-program.shtml>

The EAP is a confidential information, support, and referral service offering tools and resources designed to help maximize productivity and meet the challenges of modern life. EAP services are available to employees and their household members enrolled in state health plans. Areas frequently addressed by the EAP include:

- Child care and parenting
- Helping aging parents
- Financial issues
- Legal concerns
- Work and career
- Emotional well-being
- Addiction and recovery
- Wellness and prevention
- Concierge and convenience services
- Life events

Human Resources

Location: Wine Price Building, 752 Ott Street, Harrisonburg, VA 22807

Phone: (540) 568-6165

Email: humanresources@jmu.edu

Website: <https://www.jmu.edu/humanresources/index.shtml>

Human Resources is dedicated to customer service, a positive approach to change and the pursuit of excellence that promotes university and individual success. They provide an extensive list of employee services.

Madison Caucus on Gender Equality

Website: <https://www.jmu.edu/caucusgenderequality/index.shtml#mcge>

The caucus reaches out to all professional women and men on campus, understanding that gender-based workplace bias affects not only women but men and families as well. The focus is on goals and activities to guide us through this process. Please consider joining the Madison Caucus for Gender Equality; there is plenty of work and good community to be shared.

Madison Hispanic Caucus

Website: <https://www.jmu.edu/mhc/>

The Madison Hispanic Faculty Caucus at James Madison University is an organization whose purpose is to be an advocate for Latino issues in higher education, including the educational welfare and advancement of Latinos/as at our University. Our goals are to cultivate a supportive and inclusive community on campus, promote social and cultural dimensions of Latino topics as related to education and well-being, and encourage a vibrant engagement with the diversity of Latino cultures.

Mediation Services

Location: Wine-Price building, 752 Ott Street, Harrisonburg, VA 22807

Phone: (540)568-7247

Email: mediation@jmu.edu

Website: <https://www.jmu.edu/humanresources/hrc/mediation/index.shtml>

Mediation Offers an Opportunity for Change. Conflict is often viewed as something to avoid. Feelings of inadequacy, anger, or even fear can be present when conflict arises; so much so, that avoiding the situation all together may seem like the most desirable option. To effectively deal with conflict, an appropriate course of action must be taken to produce the change that leads to a positive work experience. Mediation can help guide the process. HR Consulting Services offers a mediation program to assist employees from all across campus with resolving conflict.

Mediation sessions are free of charge and available for both individuals and groups.

Common issues include:

- Conflict with a supervisor or co-worker
- Issues surrounding a grievance
- Communication difficulties

Office of Equal Opportunity

Location: JMAC-2, Room A100, 1017 Harrison Street

Phone: (540) 568-6991

Email: oeo@jmu.edu

Website: <https://www.jmu.edu/oeo/index.shtml>

JMU is committed to providing a workplace and learning environment free from discrimination and harassment. JMU encourages the reporting of any discrimination or harassment and provides multiple reporting options. The Office of Equal Opportunity responds to all reports received to the extent possible based on the information provided. For a detailed explanation of procedures see Policy 1324.

Sisters in Session

Website: Sisters in Session: <https://www.jmu.edu/diversity/sis/index.shtml>

SistersNSession is an organization dedicated to the support of Women from African/Africana and Black decent as they navigate and traverse academic and higher education at James Madison University. We provide support, professional development, and peer mentorship through initiatives and gatherings. Beyond our primary focus on staff and faculty, SIS strives to support graduate and undergraduate students.

Title IX Office

Location: 4035 Madison Hall, MSC 7806

100 E. Grace Street

Phone: (540) 568-5219

Email: titleix@jmu.edu

Website: <https://www.jmu.edu/access-and-enrollment/titleIX/index.shtml>

The Title IX Office treats all disclosures and reports of sexual misconduct with great care and confidentiality and without bias, pre-judgment, or stereotyping, while balancing the duty to provide for individual and campus safety.

The Title IX Office is where you can report an incident of sexual harassment, sexual assault, dating violence, domestic violence, and stalking that occurs within University programs within the United States. [Policy 1346](#) covers this.

The Title IX Office is also where you can report an incident of sexual misconduct such as sexual harassment, sexual assault, dating violence, domestic violence, stalking and non-consensual relationships that do not fall within the scope of Policy 1346. [Policy 1340](#) covers this.

Physical Wellness

Website: <https://www.jmu.edu/humanresources/balanced-dukes/physical-health.shtml>

Recognizing the need for physical activity, healthy foods and sleep, as well as preventing illness and injury and managing chronic health conditions.

Safe Zone

Website: <https://www.jmu.edu/safezone/index.shtml>

Contact: email [Bethany Bryson](mailto:bethany.bryson@jmu.edu) for information

Safe Zone is a voluntary network of faculty, staff and students who believe that every member of the university community should have an equal opportunity to grow and learn in a safe and open environment.

Safe Zone educates JMU faculty, staff, and students about issues affecting lesbian, gay, bisexual, transgender, queer, intersex, and questioning individuals (LGBTQIQ+) and their loved ones.