Department of Chemistry

Grievance Procedure for Graduate Students and Postdoctoral Researchers

The Department of Chemistry is committed to providing graduate students and postdoctoral associates with a supportive and non-discriminatory academic environment (see footnote), which is necessary for mentees to achieve their full potential and to excel in research.

The purpose of this document is to provide a grievance procedure for graduate students and postdoctoral associates within the Department of Chemistry at NYU. The procedure supplements GSAS’ Guidelines for Mentoring Doctoral Students and is aimed at accomplishing the following:

“Identifying an individual (or individuals, such as a committee) to whom students can bring concerns about any stressful, negative, or neglectful situations they experience. It is important that a safe, responsive environment be provided such that concerns can be brought forward without threat of repercussions. Each department should provide a plan for how such situations will be addressed and ensure that students and faculty know what the structure is.”

Procedure

The Director of Graduate Studies (DGS) is designated as the department’s liaison for registering grievances of graduate students and postdoctoral associates. The DGS is responsible for being aware of all the policies, procedures, and guidelines GSAS maintains for graduate students, as well as maintaining a close working relationship with the Dean of GSAS, who can offer advice and resources to navigate student concerns and grievances. The DGS will maintain confidentiality when possible for grievances addressed by graduate students and postdoctoral associates in the department. The department will keep a confidential record of any grievances filed under this policy, in order to maintain evidence of poor patterns of mentorship, equity, and/or other discriminatory behavior. If a graduate student or postdoctoral associate has a grievance related to the DGS and does not wish to disclose the grievance to them directly, the Department Chair or Associate Chair will take over these responsibilities. These records will only be maintained and made visible to the DGS, Chair, Associate Chair, and Graduate Program Administrator.

The Department of Chemistry at New York University is committed to providing an educational environment that is free from discrimination for all individuals, independent of their race, ethnicity, skin color, sex or gender identity, sexual orientation, creed, socioeconomic status, national origin or disabilities. This commitment is consistent with the Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Students and the Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Employees. In addition, the department upholds NYU’s Sexual Misconduct, Relationship Violence, and Stalking Policy, which is essential for maintaining a safe and equitable space for learning and research.