

The Ombuds Program

The Ombuds Program at Bates provides assistance to staff and faculty seeking appropriate paths to resolving workplace concerns. An ombudsperson is an impartial and confidential resource available to all employees in the college community. They provide opportunities for discussion and a review of options for informal resolutions.

Ethical Principles

Independence

Independent from offices of the college.

Neutral and Impartial

The Ombudsperson does not engage in any situation which could create a conflict of interest.

Confidentiality

All communications with those seeking assistance is in strict confidence unless given specific permission to do so. The only exception to this privilege of confidentiality is where there appears to be imminent risk of serious harm.

Informality

This is an informal resource to help employees resolve conflicts.

A Supportive Approach

Bates College provides members of the college community with a variety of resources for resolving workplace concerns. Employees may access whichever resource they feel most comfortable with to assist them.

Your Supervisor

The Ombuds Program

Mike Milliken 753-6936
Natalie Bornstein 786-8303
Carl Steidel 786-6221

Human Resources

786-6140

Office of Equity and Inclusion

786-6031

Employee Assistance Program

877-259-3785



Mike Milliken

Bates College Ombuds Program



Natalie Bornstein

A Supportive Approach



Carl Steidel

Address

Responsibilities & Limits

Our team can assist you by:

Listening

Providing prompt, impartial, and confidential assistance

Identifying options for resolving workplace concerns

Providing answers to questions or to assist in finding someone who can

Explaining college policies and procedures

Assisting you with carrying a complaint forward

Supporting/accompanying employees in personnel meetings

Our team cannot:

Override or enforce college policy

Advocate for specific outcomes

Provide legal advice

Require employees to take action

Mediate workplace disputes

Maintain any records or documentation

Meet our Team

Mike Milliken

753-6936

mmillike@bates.edu

Mike began working at Bates in 2007 as the college Wellness Coordinator. He has a degree from UMaine Farmington in Community Health Education concentrating in Exercise Science and Nutrition. He is a fitness enthusiast and has been a personal trainer since 2004. He played rugby in college and went on to play for the Portland Men's Club for 5 years. He is now the Manager of Wellness & Coordinator of Sports Clubs. In his spare time he enjoys the Maine outdoors, music, and juggling.

Natalie Bornstein

786-8303

nbornste@bates.edu

Natalie works in the Office of Intercultural Education as the Assistant Dean of Inclusive Communities and has worked at Bates since May of 2018. She has a B.A. from Smith College in Comparative Literature. Natalie is a Lewiston local and prior to coming to Bates she worked in the area nonprofit community on issues of social justice and equity. When she's not at work, she enjoys spending time with friends, family, and her two cats, tending to her jungle of house plants, reading, and going out and about in Lewiston-Auburn and the greater State of Maine.

Carl Steidel

786-6221

csteidel@bates.edu

Carl is the Senior Associate Dean of Students and has been employed at college since 2011. He received a degree in Music Education from Susquehanna University and a Master's in Higher Education Management from the University of Pennsylvania. Born in New Jersey, Carl and his family now live in Lewiston after time in Pennsylvania and upstate New York. Outside of work, Carl enjoys spending time with his three children, singing in the Androscoggin Chorale, reading as many books as he can, and playing the occasional game of poker.