



Ombudsman

Two NDE staff members, appointed by the Commissioner, serve in the role of NDE Ombudsman. An ombudsman is available to provide assistance to any staff member or team in resolving work-related problems. An ombudsman can:

- Listen to staff concerns about work-related problems,
- Help staff understand their rights and responsibilities, as well as their options,
- Serve as a source of information about grievance procedures or services provided by the bargaining unit (NAPE) or Employee Assistance Program (EAP), and
- Recommend strategies to assist in resolving conflicts.

In addition, an ombudsman:

- Represents the Commissioner,
- May report any information to the Commissioner or Human Resources for appropriate review, reporting and/or action as necessary, including disclosure to third parties,
- Must report all alleged violations of law, regulation, or NDE policy to the Commissioner or Human Resources for appropriate investigation and action (for example, all complaints of sexual harassment must be promptly and thoroughly investigated by the appropriate supervisory personnel), and
- Is asked to bring to the attention of agency management any problems of a general nature that appear to require attention.

The current ombudsmen for NDE are:



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