UNIVERSITY OF AMSTERDAM

# DECISION ESTABLISHING THE COMMITTEE FOR REPORTING SUSPECTED MALPRACTICE

(in implementation of the provisions of Article 2(2)(d) of the Whistleblowers Protection Act and Article 5 of the Dutch Universities' Sectoral Regulations on Reporting Suspected Malpractice (Dutch Universities' Whistleblower Policy 2025)

## Article 1. Definitions

1. Committee: the independent malpractice committee established by the Executive Board, namely a committee of independent officers as referred to in Article 2(2)(d), of the Whistleblowers Protection Act;
2. Reporting person: a natural person who reports or discloses suspected malpractice in the context of work-related activities at the university. This can also be a third party, such as a student at the university;
3. Report: the report of suspected malpractice pursuant to the Dutch Universities' Sectoral Regulations on Reporting Suspected Malpractice;
4. Regulations: The Dutch Universities' Sectoral Regulations on Reporting Suspected Malpractice.

## Article 2. Establishment and tasks

1. The University of Amsterdam has a Committee for 'reporting suspected malpractice'.
2. The Committee is responsible for:
   a. Receiving internal reports of suspected malpractice as referred to in Article 3 of the Regulations directly or through the central reporting centre.
   b. Assessing whether such a report should be dealt with by the Committee and, if so, investigating the report and advising the Executive Board accordingly.
3. The Committee performs its duties independently and impartially.

## Article 3. Composition of the Committee

1. The Committee consists of a chair, two deputy chairs and six members.
2. A report is handled by a chair and two members.
3. The chair and the other members serve on the Committee in a personal capacity and are not bound by any mandate or instructions; they do not hold any positions or ancillary positions that may conflict with issuing independent and impartial advice on the complaint, nor have they held such positions for three years prior to the report.
4. One of the Committee members may be employed by the university, as long as this person is functionally independent of the Executive Board.

The composition of the Committee is as follows:
- Mr J.M. (Hans) Groot, chair;
- Mr J.P. (Jan) de Jong, member and deputy chair;
- Ms F.E. (Febe) Deug MMC, member and deputy chair;
- Dr L.M. (Laurens) Raijmakers, member;
- Prof. L.(Leonie) Heres, member;
- Ms A.M. (Loes) Wevers LLM, member;
- M.A. (Marjolein) van Dijk-Roep MSc, member;
- M.H. (Marleen) Houpt LLM, member.

The Committee is supported in its work by an independent secretary.

The secretary is responsible for the performance of his or her duties only to the chair of the Committee.

**Article 4. Appointment**

1. The members of the Committee are appointed for a term of four years and may be reappointed.
2. The appointment of a Committee member may be terminated by the Executive Board, after the member has been heard, where there is serious cause to do so.

**Article 5. Working method of the Committee**

1. The Committee determines its own working methods and undertakes to work in accordance with the rules as set out in the Regulations.
2. The Committee adopts a protocol describing how it conducts investigations, specifically including its procedure for giving people the opportunity to be heard, reporting methods, and measures to ensure the confidentiality of information and the protection of personal data.
3. The Committee specifies in the protocol how, in the context of hearing the arguments of both parties, findings are submitted to people or bodies that are directly affected by these findings or that may have legitimate concerns about the findings.

**Article 6. Obtaining information**

1. For the purpose of performing its duties, the Committee is authorised to obtain further information verbally and in writing and, for that purpose, to directly contact people and institutions and to request their cooperation as reasonably necessary to carry out the investigation.
2. The university concerned provides the Committee with the requested cooperation and access to any information it requires with due observance of Article 7 of the Regulations.
3. Employees of the university are obliged to provide the Committee with the requested cooperation insofar as this is related to the Committee's task.
4. The Committee may be assisted by other persons to the extent necessary for the performance of its duties.

**Article 7. Committee’s premises**

The Commission conducts its activities at a location outside the university.

**Article 8. Advice to the Executive Board**

1. The Committee sends the adopted advice, including the findings and any recommendations, to the Executive Board.
2. The Committee justifies its working method in its advice to the Executive Board.
3. Committee chairs and Committee members are indemnified against any form of personal liability, if necessary confirmed by a separate agreement or agreements, except in the case of gross negligence or malicious intent. This also applies to the Committee as a collective, as well as to the secretarial staff.

**Article 9. Annual report**

The Committee draws up an annual report each year. This report is submitted to the Executive Board. The report shall state the number of reports handled and, in anonymised form, an indication of the nature of the reports and the outcome of the investigation.

**Article 10. Copy for interested parties**

All persons involved by the Committee in dealing with a report will receive a copy of this decision establishing the Committee.

**Article 11 Archive records**

1. The archives of the investigation committee are transferred to the archives of the Executive Board two years after the end of the investigation/upon dissolution of the Committee.
2. Management is exercised subject to the confidentiality specified by the investigation committee in its protocol, on which the investigation committee will make more detailed agreements with the Executive Board.

**Article 12. Entry into force**

This decision enters into force the day after its signature.

The Executive Board, 15 July 2025



Prof. Dr. Ir. Peter-Paul C.C. Verbeek
Rector Magnificus / Acting President