Social Safety Support Guide

This guide is an overview of the different individuals and institutions you can turn to if you experience an unsafe situation or undesirable behaviour. Discuss an undesirable situation with your supervisor first. If, for whatever reason, this is not possible, you can ask your HR advisor for advice or choose one of the other options listed here. Your supervisor may also refer you to these options in relevant situations. For the most up-to-date information go to uva.nl/socialsafety

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Do you have questions about issues relating to your work or legal position, such as terms of employment, a reorganisation or a dispute with your supervisor? In that case you can contact the Confidential Adviser for Individual Legal Position. As an employment lawyer this adviser can advise you about your legal position. The adviser is independent and tries to mediate as much as possible in conflicts.

If you have questions or complaints relating to academic integrity you can contact the confidential adviser for academic integrity. They can also inform you about the procedure for submitting a complaint to the Academic Integrity Committee.

If you have experienced or are experiencing undesirable behaviour (such as sexual intimidation, aggressive or violent behaviour, bullying and discrimination) you can contact one of the confidential advisers for undesirable behaviour. They can provide support and help look for a way to stop or de-escalate the undesirable situation. Where relevant they will refer you to professional care and assistance. They can also help you submit a claim to the Complaints Committee.

The ombudsperson is an independent figure you can contact when you encounter structural problems and injustices within the UvA. You can do so confidentially and without formalities. If the Ombudsperson considers it necessary, they can mediate between parties and/or carry out an independent investigation.

If you want to submit a formal complaint regarding undesirable behaviour on the part of a member of staff of the UvA, you can turn to the Complaints Committee. The procedure for handling complaints is laid down in the Regulations for Employee and Student Complaints Procedures at the University of Amsterdam.

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If you are struggling with problems in your social environment (for example relating to your living and working situation, religion, personal circumstances) and this is affecting your work, or has already resulted in your not being able to carry out your work fully, you can turn to the occupational welfare service or an occupational health physician. This is confidential and free of charge. You do not need to be ill to make an appointment.

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In emergencies and dangerous situations: the UvA’s Central Control Room and uva.nl/veilig.

In an emergency call the Central Control Room on the central emergency number: +31 (0)20 525 2222.

Have you observed an unsafe situation or near accident? Report what you saw via www.uva.nl/veilig.

Outside the UvA:
- Your own GP or counsellor
- Sexual Assault Center (CSG): 0800 – 0188
- The police: If a punishable offense has been committed you can report this to the police.

In case of an emergency call the emergency number 112 or text 0800 – 8112. If it is not an emergency call 0900 – 8844 or text 0900 – 1844.

Code of conduct

The UvA has a code of conduct that applies to everyone who works and studies at the university. This sets out how we should treat each other and what to do when undesirable behaviour occurs.

Read more about social safety at:

www.uva.nl/socialsafety