



Social Safety Support Guide

As a member of staff, the University of Amsterdam would like to provide you with a safe foundation and a positive environment. We hope you never experience an unsafe situation or undesirable behavior at the UvA, but should this occur there are different individuals and institutions you can turn to. The overview below shows you the way. Depending on the circumstances, you may want to discuss an undesirable situation with a manager or supervisor first. If, for whatever reason, this is not possible, you can use one of the other options listed here. When you talk to someone they may also refer you to these options. Anything you report will be treated in the strictest confidence.

For the most up-to-date information go to uva.nl/socialsafety.

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.

Questions about your employment and/or legal position?

Have you experienced undesirable behaviour?

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.

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.

Do you have a question or complaint relating to academic integrity?

Do you want to address structural problems or injustices?

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 suspect something is wrong which has major societal or institutional repercussions, you may report this internally or externally in accordance with the [Whistleblower Scheme \(Klokkenluidersregeling\)](#). This could concern matters such as criminal offences, impending criminal offences, rule-breaking, dangers to public health, safety or the environment, or wasting public funds.

Would you like to report something wrong?

gossiping threatening
discrimination excluding
unsafe bullying injustices
intimidation **violent** conflict
stalking aggression

Are you struggling with an issue at work?

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.

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.

Want to submit a complaint?

Reporting to an independent reporting point?

In addition to the existing facilities listed here, the UvA has opened an independent reporting point for undesirable behaviour at CAOP. The CAOP will register all the reports it receives before passing them on to the UvA. It will also monitor the handling of reports by the UvA to make sure they are followed up.

Website: www.reportingpointundesirablebehaviouruva.nl

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.

Read more about social safety at www.uva.nl/socialsafety

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.
If it is not an emergency call 0900 – 8844.



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.