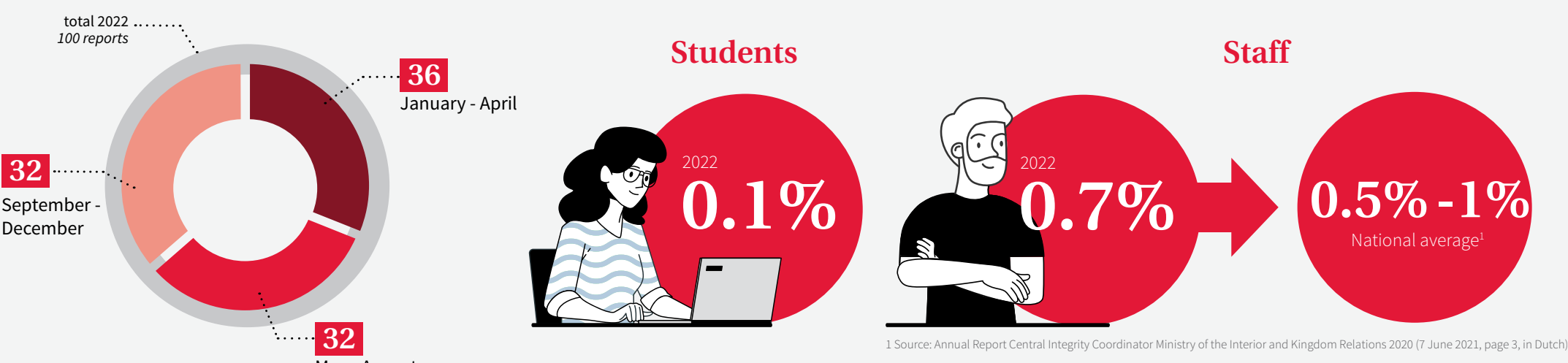
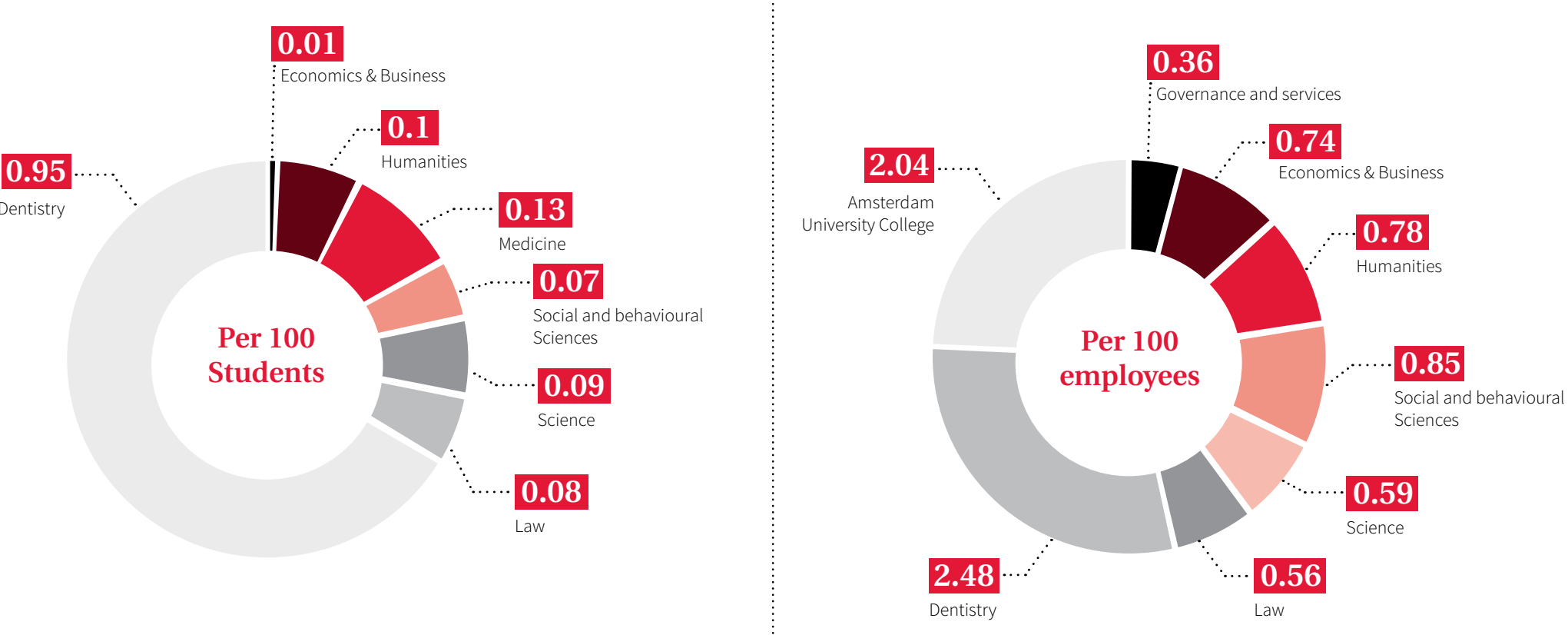


# Ombudsperson annual overview 2022

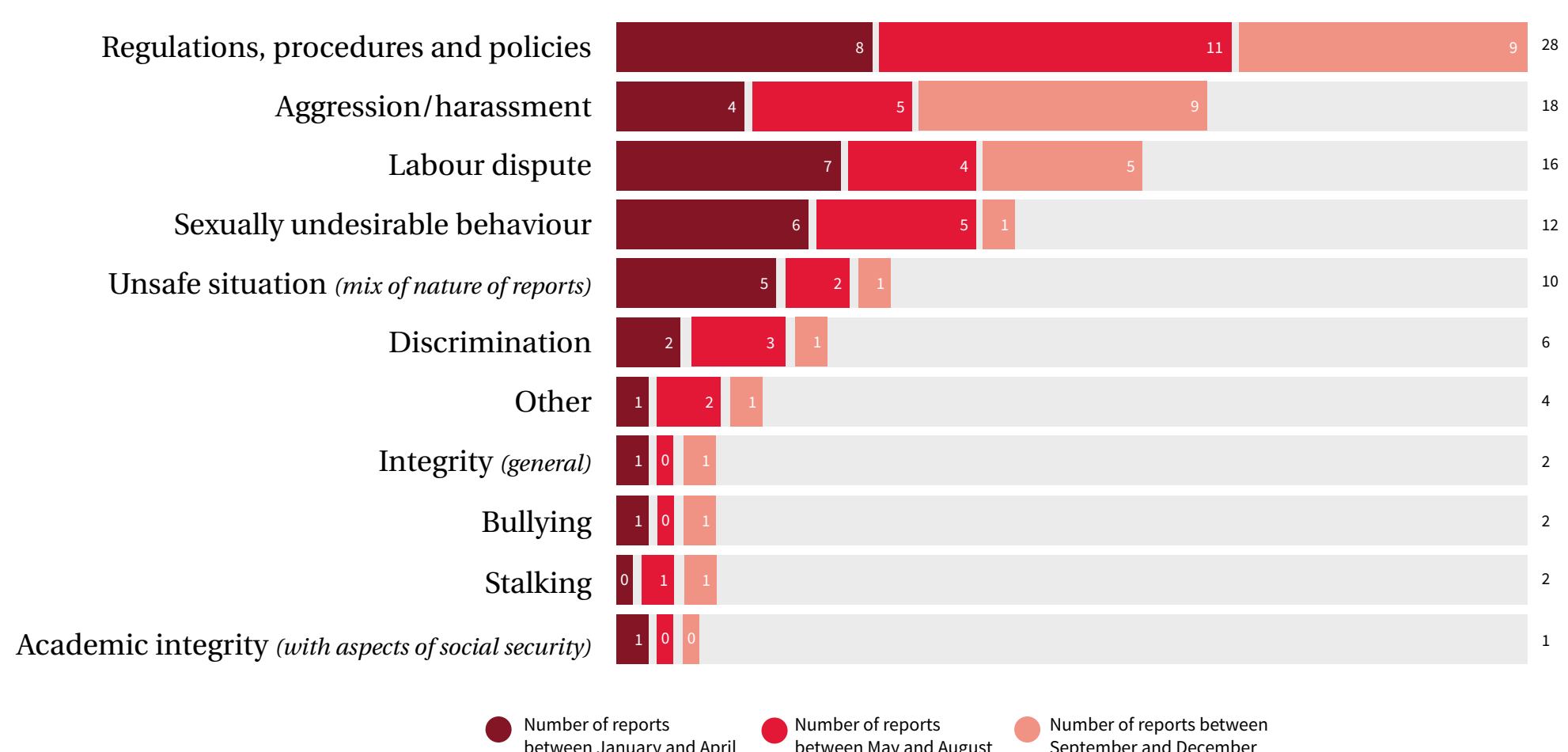
## Number of reports



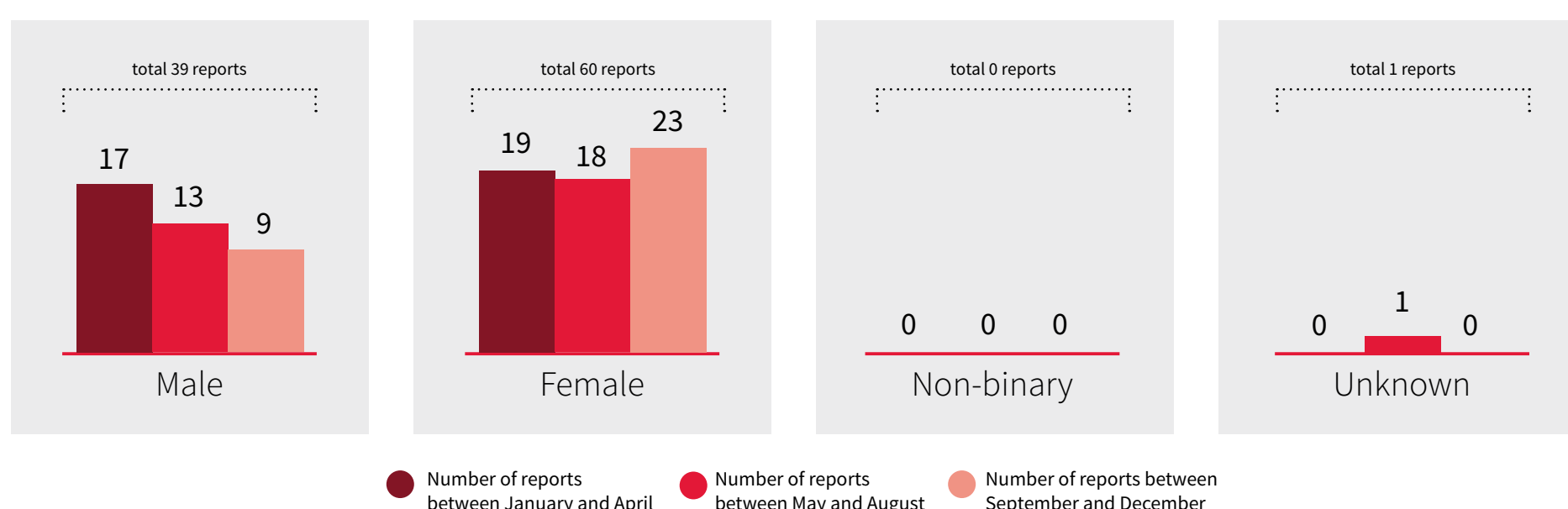
## Reports per faculty/unit



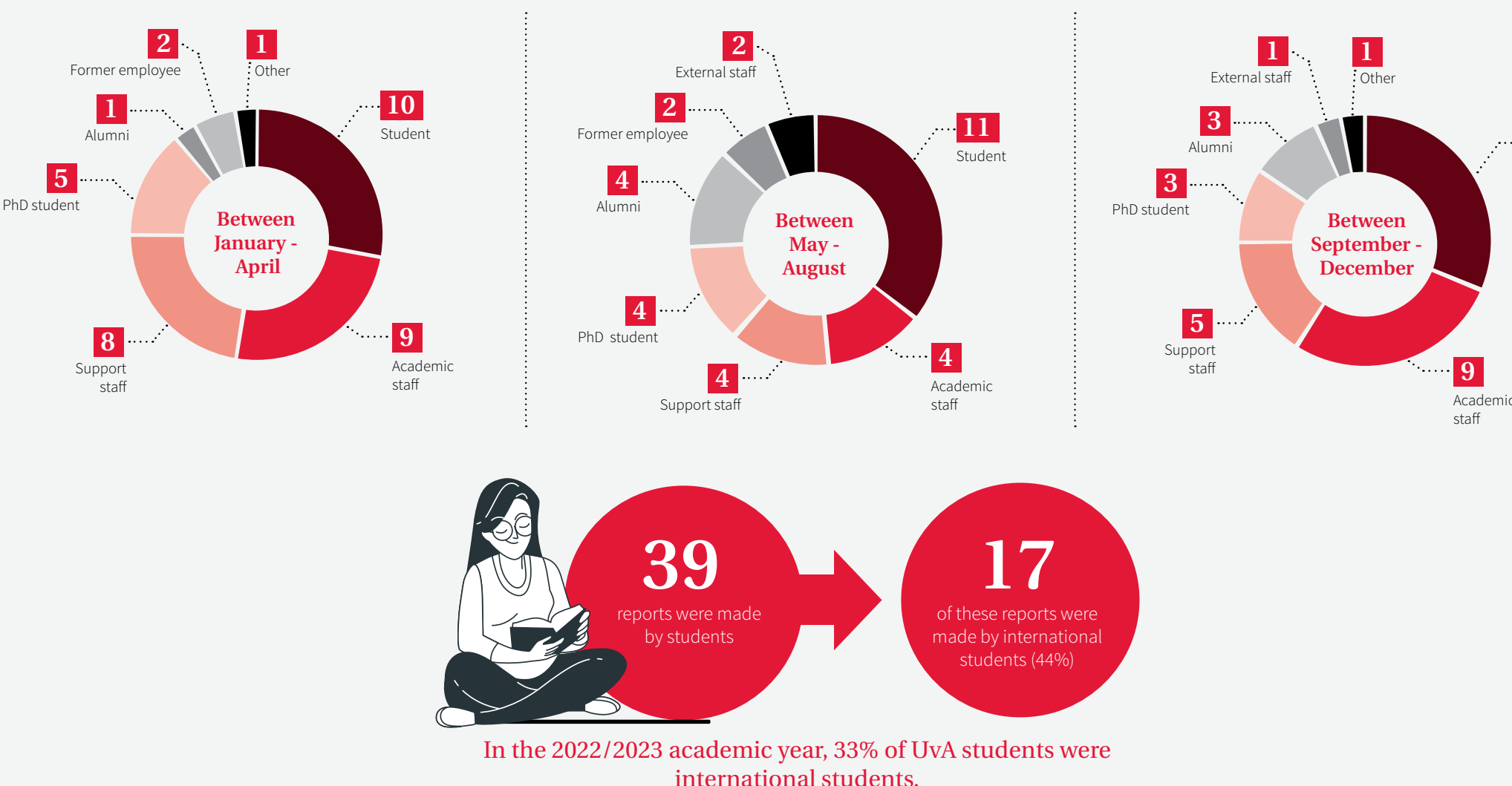
## Subject matter of reports



## Gender of those reporting

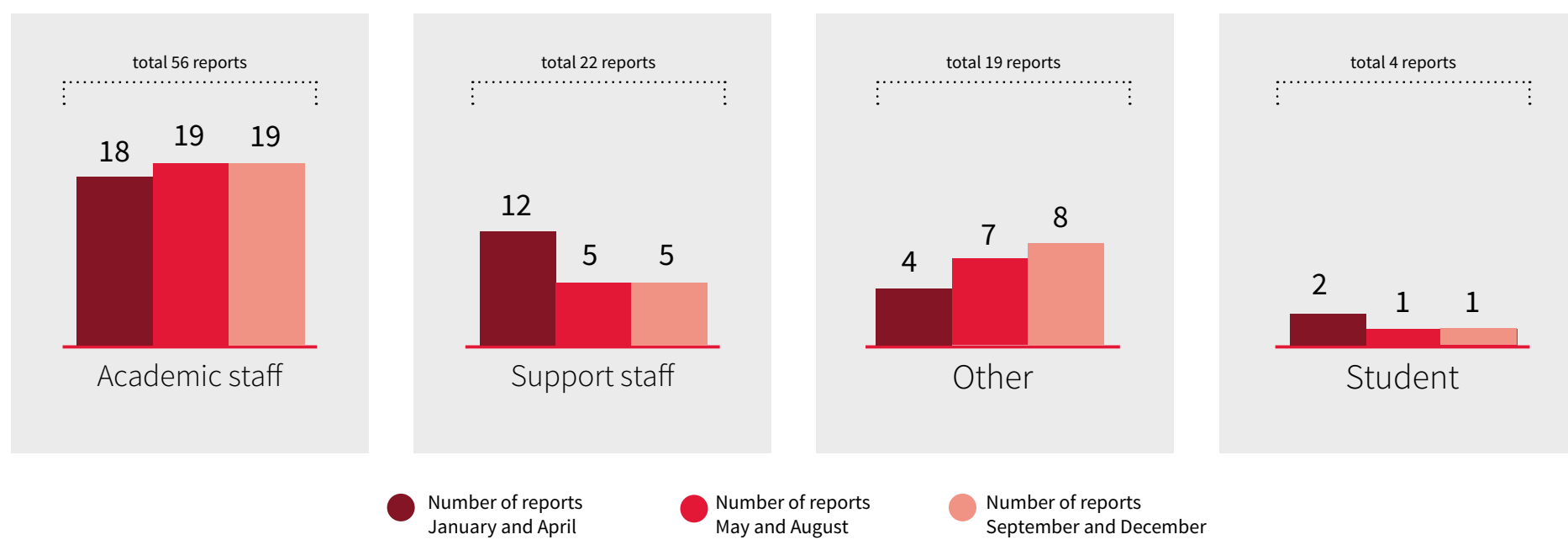


## Profile of those reporting

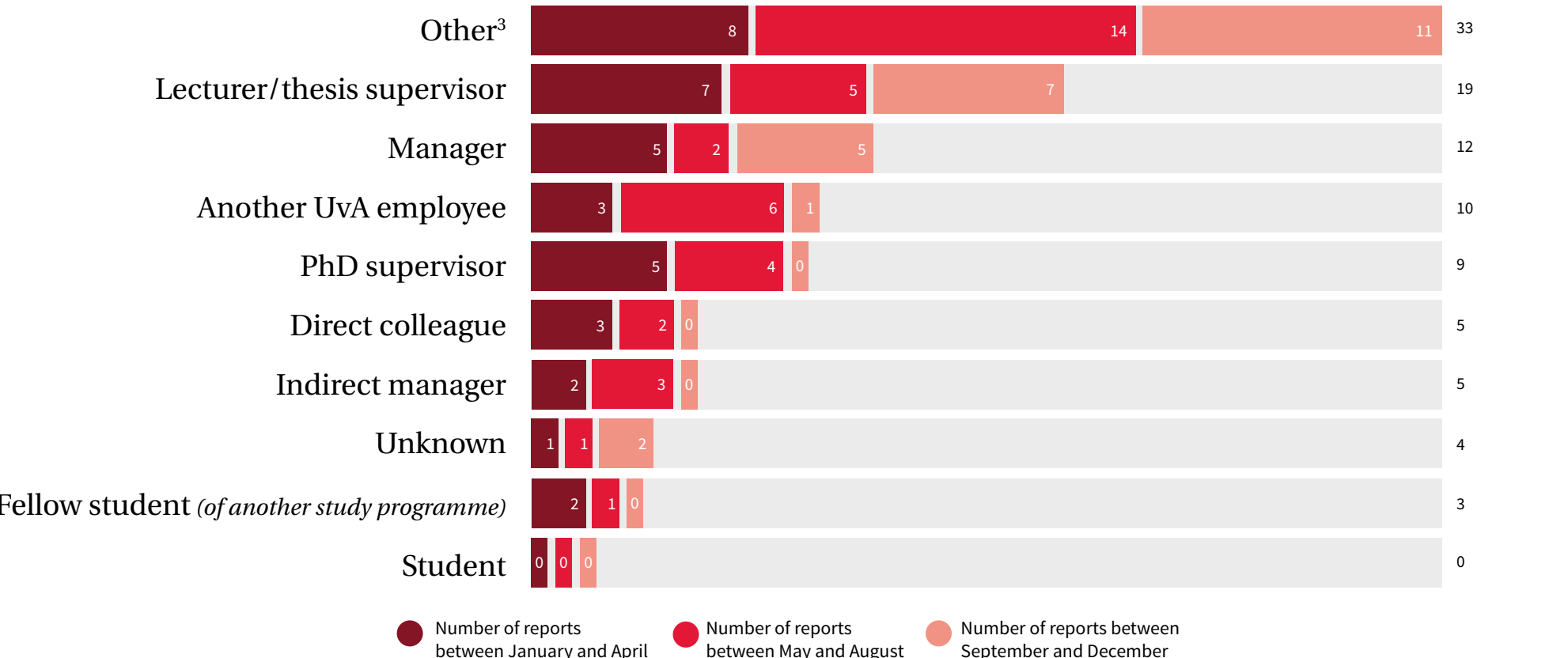


## Profile of persons involved<sup>2</sup>

2 The person involved is the person about whom a report is made.



## Relationship between person involved and person reporting



## Recommendations for the Executive Board, the Secretary of the University and the Deans

Based on the reports, the Ombudsperson has made the following recommendations:

Improve the support given to three vulnerable groups: PhD students, international students and students/staff with a disability.

Strengthen the network around social safety.

Develop tools for students to help them respond to undesirable behaviour.  
*(Including undesirable behaviour which occurs outside of campus but has an impact on campus.)*

Improve the provision of information to (international) students about the applicable procedures and the available legal remedies.

Ensure implementation of the code of conduct. Communicate the shared values and standards around appropriate behaviour, including what these mean in practice.

Consider obtaining references before appointing professors and amending the current professional policy on this point.

Support supervisors and other relevant staff in developing skills that are necessary to a proper handling of reports relating to social safety.

Ensure that an up-to-date Hazard Identification and Risk Assessment for Psychosocial Work Pressure (RI&E PSA) and an implemented Action Plan are in place.