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

1. Improve the support given to vulnerable groups, i.e. PhD students, students with a disability, and international students.
2. Review implementation of tools for handling and analyzing anonymous reports. This includes investigating whether these tools are effective.
3. Complete obtaining employee and student support for implementing a new policy on the use of language in social media.
4. Support employees and PhD students in developing skills that are relevant to a professional career, including teaching and research skills.
5. Improve the provision of tools and technology to facilitate communication with the Ombudsperson, including social media and email.
6. Ensure that an up-to-date Hazard Risk Assessment for each employee is in place.
7. Develop tools for staff to report undesirable behavior.
8. Improve the provision of information to students and staff about the available legal remedies.
9. Strengthen the network around social safety.
10. Develop tools for students to help them communicate with authorities when faced with undesirable behavior.
11. Review implementation of the Action Plan, including the handling of reports and the available legal remedies.

Ombudsperson annual overview 2022

Number of reports

Subject matter of reports

Gender of those reporting

Profile of those reporting

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

Relationship between person involved and person reporting

Trends of those reporting

Trends of persons involved

[Infographic and data tables related to the annual overview are not transcribed here.]

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