**Ombudsperson annual overview 2022**

**Reports per faculty/unit**

- **Students**: 0.1% of total reports
- **Staff**: 0.7% of total reports
- **Total reports per unit**: 0.5% - 1%

**Subject matter of reports**

- Regulations, procedures and policies
- Aggression (bullying)
- Sexual harassment
- Financial disturbance
- Sexual orientation
- Discrimination
- Other
- Intangibly present
- Building
- Stalking
- Academic integrity (including plagiarism)

**Number of reports**

- Bank
- Dentistry
- Economics & Business
- Humanities
- Law
- Medicine
- University College
- Sciences

**Profile of persons involved**

- Lecturer/Univ. expert:
- Manager:
- Academic (Inst.) expert:
- PhD student:
- Direct colleague:
- Indirect colleague:
- Fellow student (or study colleague):
- Student:
- Academic stff:
- Other:

**Profile of those reporting**

- Male
- Female
- Non-binary
- Unknown

**Total 22 reports**

**Total 1 reports**

**Total 0 reports**

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

1. **Communicate the shared values and standards around appropriate behavior, including behavior that occurs outside of campus, but has an impact on campus.**

2. **Ensure implementation of the Action Plan are in place.**

3. **Support supervisors and other relevant staff in developing skills that are necessary to a proper and an implemented Risk Assessment for Psychosocial Work.**

4. **Provide training for students on how to deal with unacceptable behavior, such as bullying and social safety.**

5. **Support students and other relevant staff in knowing how to report undesirable behavior, policy or the law.**

6. **Develop tools for students to help them communicate undesirable behavior to others and seek support from the Ombudsperson.**

7. **Ensure that an up-to-date Hazard Identification and Risk Assessment is in place.**

8. **Develop training for supervisors and other relevant staff on how to deal with undesirable behavior, policy or the law.**

9. **Support supervisors and other relevant staff in developing skills that are necessary to a proper and an implemented Risk Assessment for Psychosocial Work.**

10. **Communicate the shared values and standards around appropriate behavior, including behavior that occurs outside of campus, but has an impact on campus.**

11. **Ensure implementation of the Action Plan are in place.**

12. **Support supervisors and other relevant staff in developing skills that are necessary to a proper and an implemented Risk Assessment for Psychosocial Work.**

13. **Provide training for students on how to deal with unacceptable behavior, such as bullying and social safety.**

14. **Support students and other relevant staff in knowing how to report undesirable behavior, policy or the law.**

15. **Develop tools for students to help them communicate undesirable behavior to others and seek support from the Ombudsperson.**

16. **Ensure that an up-to-date Hazard Identification and Risk Assessment is in place.**

17. **Develop training for supervisors and other relevant staff on how to deal with undesirable behavior, policy or the law.**

18. **Support supervisors and other relevant staff in developing skills that are necessary to a proper and an implemented Risk Assessment for Psychosocial Work.**

**Recommendations based on the reports, the Ombudsperson has made the following recommendations:**

- **Recommendation 1:** Communicate the shared values and standards around appropriate behavior, including behavior that occurs outside of campus, but has an impact on campus.

- **Recommendation 2:** Ensure implementation of the Action Plan are in place.

- **Recommendation 3:** Support supervisors and other relevant staff in developing skills that are necessary to a proper and an implemented Risk Assessment for Psychosocial Work.

- **Recommendation 4:** Communicate the shared values and standards around appropriate behavior, including behavior that occurs outside of campus, but has an impact on campus.