

Preamble

Integrity is an indisputable aspect of the quality of our organisation. Employees, students and administrators are expected to comply with internal and external laws and regulations at all times. In addition, everyone must safeguard the organisation's good reputation. A right and responsibility to report suspected wrongdoing which may harm the organisation's good name and integrity follow from this.

Reporting suspected wrongdoing can have major consequences for both the party making the report and the organisation. Bringing to light suspected wrongdoing within the meaning of these regulations must therefore be proportional. Hence, not every report of suspected wrongdoing will fall under the scope of these regulations. In principle, the regulations only cover wrongdoing which affects important societal or institutional interests. The specific circumstances of the case may be a factor, too. For examples, see <https://www.adviespuntklokkenluiders.nl/english/>.

Obviously, persons reporting suspected wrongdoing need to be confident in these situations that they will not be harmed in any way for having made the report. Reports made by staff members and administrators will thus not have any legal consequences for them or their position within our organisation, and reports made by students will likewise not adversely affect their studies. If necessary, appropriate measures will be taken in this regard in consultation with the reporting party. A reporting party who feels that he/she has been or will be harmed may, of course, consult with a confidential counsellor, manager or student dean.

Given the potential impact of a report of (suspected) wrongdoing, there has to be a careful procedure which lays out for both the reporting party and the organisation how suspected wrongdoing should be dealt with in the organisation and which safeguards will be provided in this respect. These regulations serve this function for Wageningen UR.

A careful procedure also demands that, before a report is made, the person making the report will generally be expected to talk internally with his/her manager (direct or otherwise) or the dean about the suspected wrongdoing in the organisation. For this the reporting party may seek help of the confidential counsellor as well. The organisation must have the opportunity to be informed first about the suspected wrongdoing and then – if appropriate – have the chance to rectify the situation. If the reporting party believes that this has not led to the desired result, he/she can report the suspected wrongdoing in accordance with the provisions in the Wageningen UR Whistleblower Regulations and the procedure described in these regulations will be followed.

Persons who bypass the Wageningen UR Whistleblower Regulations and publicise (suspected) wrongdoing to the outside world, thereby harming the organisation and the people working for it, can be held liable for this and/or may be subject to appropriate measures.