
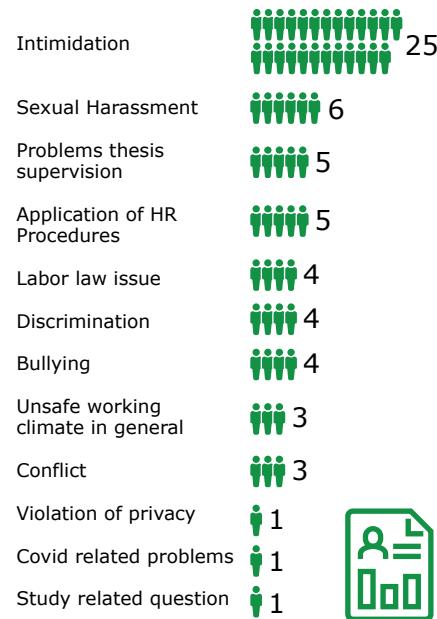


Report Ombudsperson

October 2021 – November 2022

Observations	Recommendations
 Professional support structure for employees is embedded well	
 PhD students' vulnerable position	
 Calling out is difficult	<ul style="list-style-type: none"> Invest in skills such as giving feedback and constructive criticism for supervisors. Include these skills as a fixed item in leadership programmes. Train HR professionals to develop within their role regarding social safety.
 Leadership is the key to a safe work and study environment	<ul style="list-style-type: none"> Ensure participation in a leadership programme by all managers, including long-standing and senior managers. Train each manager in discussing undesirable behaviour with employees, safeguarding a safe work and study environment and addressing cases.
 Role of HR and the gap in support for labour law disputes	
 Filing a complaint: a major step	Adjustment of the complaints procedure for undesirable manners
 Sexual violence against students (off campus) is on the rise.	Orientation on conducting independent research.

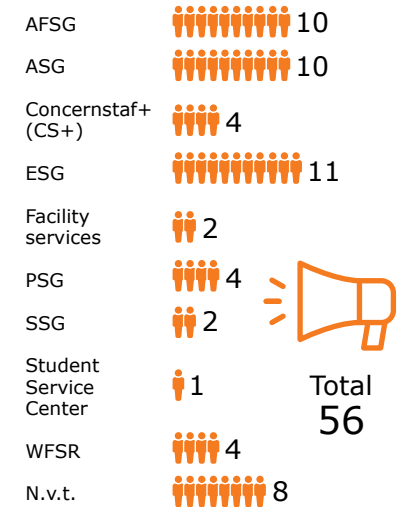
Character of reports



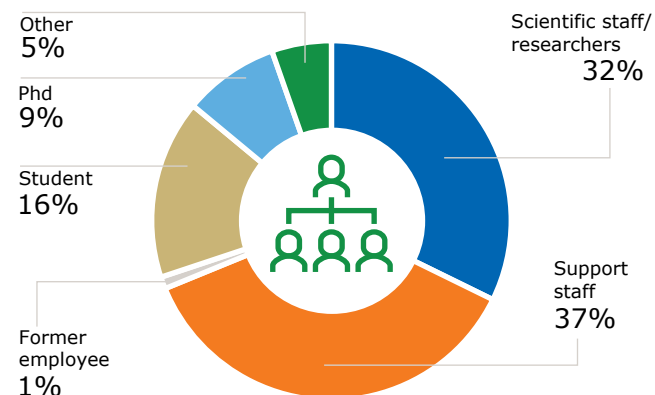
Interventions



Organisational unit



Position wur



Gender

