Observations

- Professional support structure for employees is embedded well.
- PhD students’ vulnerable position
- Calling out is difficult
- Leadership is the key to a safe work and study environment

Recommendations

- 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.
- 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.

Character of reports

- Intimidation: 25
- Sexual Harassment: 6
- Problems thesis supervision: 5
- Application of HR Procedures: 5
- Labor law issue: 4
- Discrimination: 4
- Bullying: 4
- Unsafe working climate in general: 3
- Conflict: 3
- Violation of privacy: 1
- Covid related problems: 1
- Study related question: 1

Interventions

- Personal Advice: 21
- Mediation: 8
- Still ongoing: 8
- Independent investigation: 6
- Advice management: 5
- Orientation no further investigation: 5
- Referral: 5
- Registration: 2
- Signalling: 1

Organisational unit

- AFSG: 10
- ASG: 10
- Concernstaf+: 4
- ESG: 11
- Facility services: 2
- PSG: 4
- SSG: 2
- Student Service Center: 1
- WFSR: 4
- N.v.t.: 8

Position wur

- Scientific staff/researchers: 32%
- Support staff: 37%
- Former employee: 1%
- Student: 16%
- PhD: 9%
- Other: 5%

Gender

- Female: 62.67%
- Male: 31.33%