

Preamble

Integrity is an indispensable quality aspect of our organisation. As such, it should also be assumed that employees, students, and administrators are expected to always comply with legislation and regulations. Furthermore, everyone has the responsibility to preserve the good name of the organisation. This is where the right and responsibility stems from to report suspected wrongdoing that can damage the organisation's good name and integrity.

Reporting suspicion of wrongdoing can have serious consequences for both the person making the report and the organisation. For this reason, addressing (a suspicion of) wrongdoing in the sense of these regulations must be taken seriously in equal proportion. This means that not every report of (a suspicion of) wrongdoing falls under these regulations. In principle, it concerns abuses of significant societal or organisational interests. The specific circumstances can also play a role in this. For more information, see [Het Huis voor klokkenluiders](#).

Of course, it is considered essential that people who make reports in these instances must be able to trust that they will not experience issues in any way due to reporting (suspicions of) wrongdoing. With regard to employees and administrators, this can mean that the report in itself cannot have any consequences for their legal standing and for students, that the report has no consequences for their studies. If necessary, the appropriate provisions will be made for this upon consultation with the person making the report. A person making the report who has the sense that they are being or will be treated negatively can, of course, consult with a confidential counsellor, manager, or student dean.

Given the potential impact of reporting (a suspicion of) wrongdoing, a careful procedure is required in which it is established for both the person reporting and the organisation how (suspicions of) wrongdoing in the organisation must be handled and the safeguards that are used. This is established in these regulations for Wageningen University & Research.

A careful procedure is also required so that, before a formal report is made, the person reporting can be expected to, as a rule, discuss (a suspicion of) wrongdoing in the organisation internally first, via the (next-highest) manager or dean. This can also be done via the confidential counsellor. The organisation must have the opportunity to first be informed of the (suspected) wrongdoing in order to then, if called for, be able to set matters straight. If a person reporting is of the opinion that none of this has led to the desired result, they can report the (suspicion of) wrongdoing in accordance with the provision in the WUR Whistle-blower's Regulations and the procedure as described in these regulations will be followed.

In the *Klokkenluidersregeling* (Whistle-blower's Regulations), a procedure is described for when a stakeholder can make a report to an external expert, see Articles 1h, 5 to 8. Employees can contact the *Huis voor Klokkenluiders* regarding this. Students (as well as employees) can contact other institutions, e.g. the [National Ombudsman](#), [College voor de rechten van de mens \(Human rights board\)](#), or the police.

Those who do not follow the WUR Whistle-blower's Regulations and make (suspicions of) wrongdoing externally known, thereby damaging the organisation and the people who work in it, can be held liable and/or be faced with appropriate countermeasures.