

STAND UP

Stand up

against an academic culture
with egos so large
they overshadow others
Where fear and work pressures
slowly make people crumble

Stand up

when you see someone breaking
but no one is hearing the cracking

Stand up

when a hand lingers too long
too low, too close
When boundaries are crossed
and then denied again

Stand up

when you are told
that speaking out is bad for your career
That you should man up,
must learn to say no
or that it is just how it is

Stand up

against keeping quiet
against looking away
against 'the sound of silence'

Stand up

when behaviour is 'resolved'
with a leadership course
Spray & pray
But no one checks
whether prayers are answered

Stand up

when misconduct is weighed
against someone's achievements
Because it's not a balance or equation
No prestigious grant,
no H-index of 85
can ever be a free pass
to harm another

Stand up

for the new generation that says
this can be different
this *must* be different
and we are going to do it differently

Stand up and speak out

because change never starts
with a system
But always
with one person
who stands up.



www.ut.onl/ikstaop

#ISTANDUP