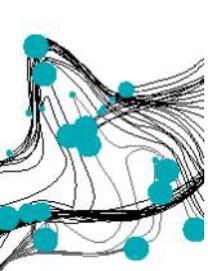


# CONFIDENTIAL ADVISOR INAPPROPRIATE BEHAVIOUR

Vertrouwenspersoon ongewenst gedrag

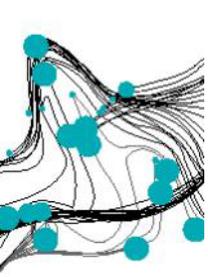




# What is inappropriate & unacceptable behavior?

- 
- (Sexual) Harassment
  - Aggression and Violence
  - Discrimination
  - Bullying

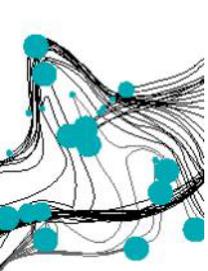




# What is inappropriate & unacceptable behavior?

- a threat via email, when someone comes menacingly close to you, an intimidating touch, sexually suggestive comment, assault, rape....



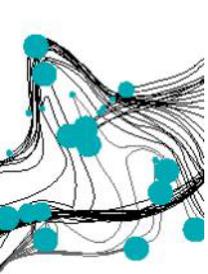


# What is inappropriate & unacceptable behavior?



- a threat via email, when someone comes menacingly close to you, an intimidating touch, sexually suggestive comment, assault, rape
- swearing at someone on the phone; aggressive or abusive behaviour, such as shouting, harsh language or personal insults; stalking, etc

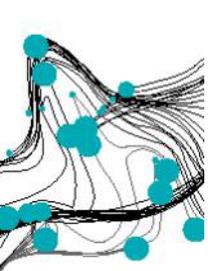




# What is inappropriate & unacceptable behavior?

- a threat via email, when someone comes menacingly close to you, an intimidating touch, sexually suggestive comment, assault, rape
- swearing at someone on the phone; aggressive or abusive behaviour, such as shouting, harsh language or personal insults; stalking, etc
- requiring you to dress in a certain way; requiring you not to wear sacred items; making you work at times that you cannot work; having job requirements that exclude people with disabilities (also failing to make reasonable accommodations); repeatedly and intentionally using the wrong pronouns or deadnaming a transgender employee; harassing or mistreating people because of the pigment of their skin, etc.



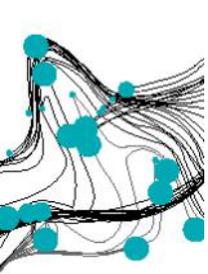


# What is inappropriate & unacceptable behavior?

- a threat via email, when someone comes menacingly close to you, an intimidating touch, sexually suggestive comment, assault, rape
- swearing at someone on the phone; aggressive or abusive behaviour, such as shouting, harsh language or personal insults; stalking, etc
- requiring you to dress in a certain way; requiring you not to wear sacred items; making you work at times that you cannot work; having job requirements that exclude people with disabilities (also failing to make reasonable accommodations); repeatedly and intentionally using the wrong pronouns or deadnaming a transgender employee; harassing or mistreating people because of the pigment of their skin, etc.
- Spreading malicious rumors or gossip, or insulting someone; Offensive comments/jokes or body language; Isolation, deliberate exclusion and/or non-co-operation at work; Publishing, circulating or displaying pornographic, racist, sexually suggestive or otherwise offensive material or pictures; Persistent and unreasonable criticism; Unreasonable demands and impossible targets

These are just a few examples, feel free to drop by if you have a problem!

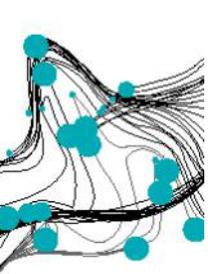




# What can I expect if I get in touch?

- When you contact us, we will make an appointment for a meeting in which you can describe the situation and your concerns.
- It is for free: there are no costs involved.

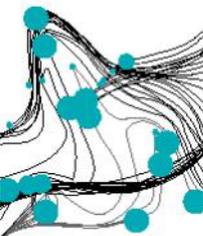




# What do confidential advisors do?

- Listen
- We are partial: we are always only on your side
- We do not engage in truth-finding
- Brainstorm and help to find solutions
- Support with next steps
- **Confidentiality guaranteed**
- **You** always **lead** the process





# How can I contact the confidential advisors @UT?



**DR. S. AMER (SHERIF)**

Senior Lecturer  
s.amer@utwente.nl

- *You can contact one of us directly*
- *You do not need to inform your manager, colleague, TGS, HR, etc.*



**DR. L. GATTI (LORENZO)**

Assistant Professor  
l.gatti@utwente.nl



**DR.IR. L.L. OLDE SCHOLTENHUIS (LÉON)**

Associate Professor  
l.l.oldescholtenhuis@utwente.nl



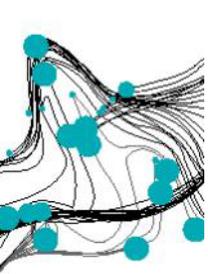
**DRS. L.D. VARGAS LLONA (LAURA)**

Project Coordinator, Policy Advisor and Confidential Counselor  
l.d.vargas@utwente.nl



**P.D. WEBER (PETRA)**

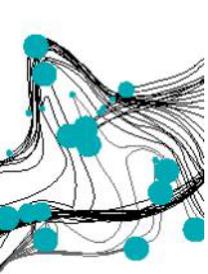
Management Assistant / Office Assistant  
p.d.weber@utwente.nl



# Context

- Dutch Law (art 3.2 Arbowet)
- Code of Conduct
- The University of Twente has:
  - A **policy** against undesirable behavior
  - A **support network** for employees (and students) in resolving situations (also **informally**)
  - A **formal** complaint procedure





Reaching out early will reduce the risk of escalation, so don't hesitate and just reach out. Better too early than too late!

**REMEMBER *YOU ARE NOT ALONE,*  
*JUST PASS BY, CALL or EMAIL***



**Thanks for your attention!!**