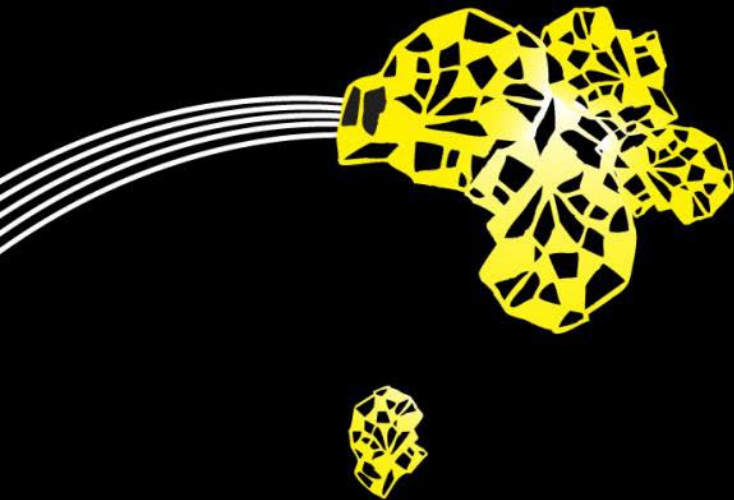



CONFIDENTIAL ADVISOR INAPPROPRIATE BEHAVIOUR

Vertrouwenspersoon ongewenst gedrag

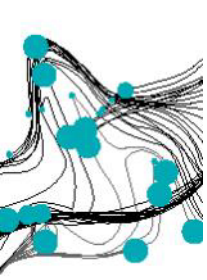




What is inappropriate & unacceptable behavior?

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

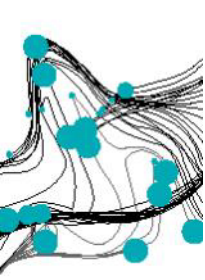




What is inappropriate & unacceptable behavior?

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



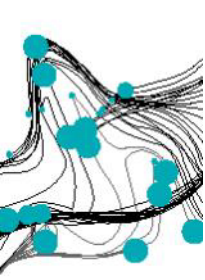


What is inappropriate & unacceptable behavior?



- 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

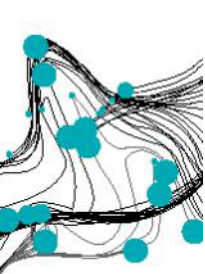




What is inappropriate & unacceptable behavior?



- 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.

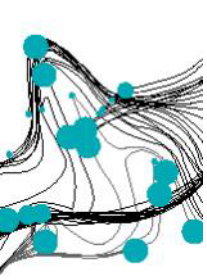


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- Spreading malicious rumors or gossip, or insulting someone; Offensive comments/jokes or body language; Isolation, deliberate exclusion and/or non-co-operation at work; Publishing, circulating or displaying pornographic, racist, sexually suggestive 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



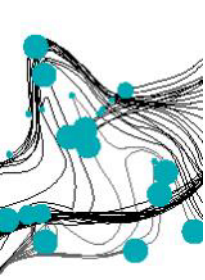
DRS. L.D. VARGAS LLONA (LAURA)

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

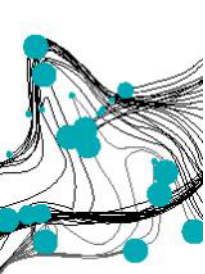


Context



- 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!!