

STAFF INTEGRITY GUIDE

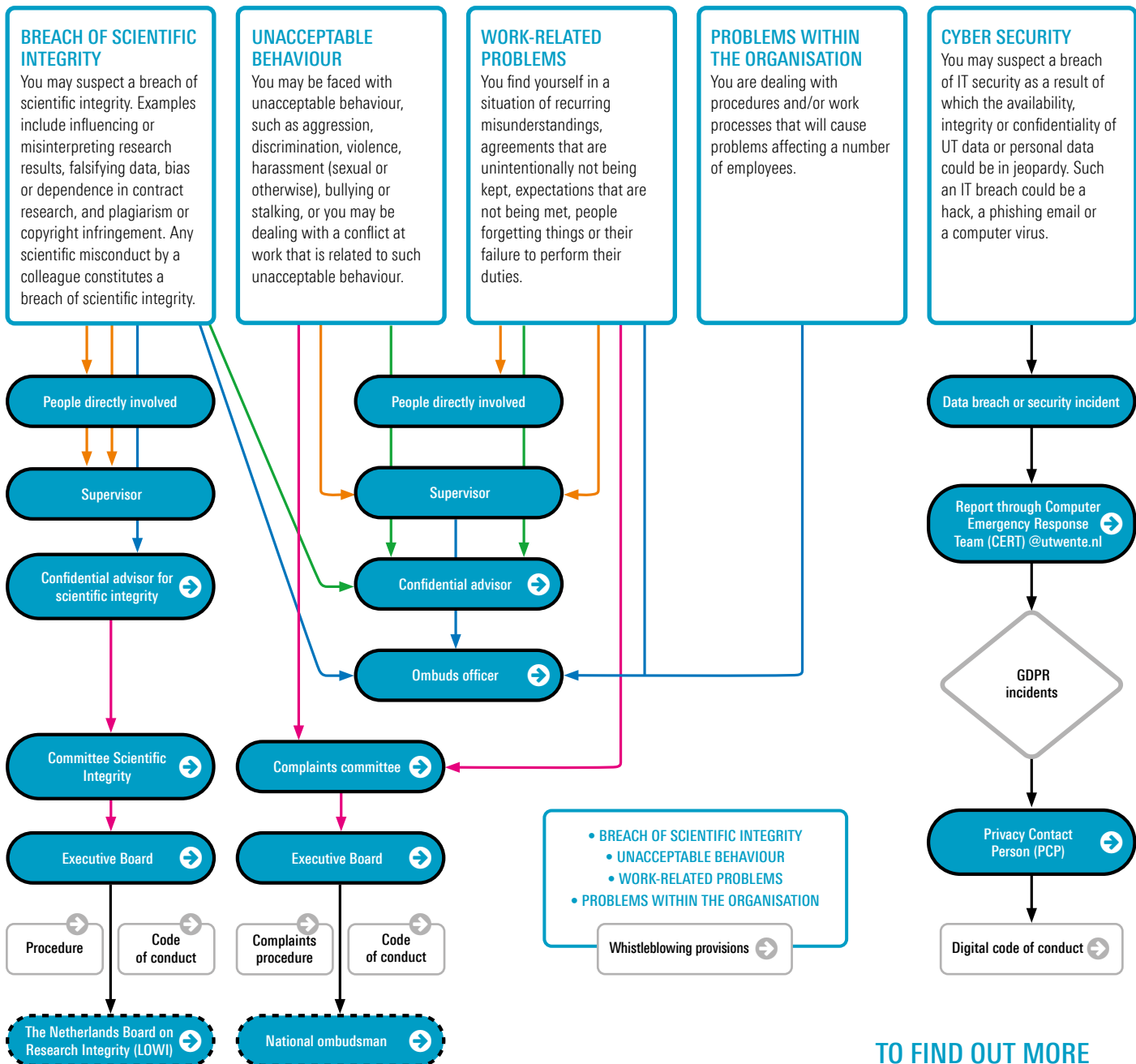
The University of Twente expects everyone in the UT community to behave responsibly when it comes to the ethical aspects of their work or studies. But what if you experience, see or hear something which you think is unacceptable? The best thing to do, of course, is to discuss the matter with the people directly involved, or with your supervisor. But sometimes you might not feel safe enough to do this. If this is the case, there are other people you can turn to. This guide makes it easy to find the right person to get in touch with. Please find a separate [integrity guide for students](#) on the integrity website.

For all PhD candidates this staff integrity guide applies, as well as an additional [PhD integrity guide](#).

WOULD YOU LIKE TO MAKE A FORMAL COMPLAINT?
 If you wish to submit a formal complaint, you must go to the Complaints Desk.
 Please note that formal complaints cannot be made anonymously.

- Report (sympathetic ear, advisory role, problem-solving)
- Report (partial, advisory role, problem-solving)
- Report (impartial, problem-solving, de-escalation)
- Complaint (impartial, assessment, escalation)

INTEGRITY- AND ETHICAL DILEMMAS



TO FIND OUT MORE
 GO TO [UTWENTE.NL/INTEGRITY](https://utwente.nl/integrity)