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



- 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

BREACH OF SCIENTIFIC INTEGRITY

You may suspect a breach of scientific integrity. Examples include influencing or misinterpreting research results, falsifying data, bias or dependence in contract research, and plagiarism or copyright infringement. Any scientific misconduct by a

Research Integrity (LOWI)

UNACCEPTABLE BEHAVIOUR

You may be faced with unacceptable behaviour, such as aggression, discrimination, violence, harassment (sexual or otherwise), bullying or stalking, or you may be dealing with a conflict at work that is related to such unacceptable behaviour.

National ombudsman

WORK-RELATED PROBLEMS

You find yourself in a situation of recurring misunderstandings, agreements that are unintentionally not being kept, expectations that are not being met, people forgetting things or their failure to perform their

PROBLEMS WITHIN THE ORGANISATION

You are dealing with procedures and/or work processes that will cause problems affecting a number of employees.

CYBER SECURITY

You may suspect a breach of IT security as a result of which the availability, integrity or confidentiality of UT data or personal data could be in jeopardy. Such an IT breach could be a hack, a phishing email or a computer virus.

TO FIND OUT MORE GO TO UTWENTE.NL/INTEGRITY **◆**

