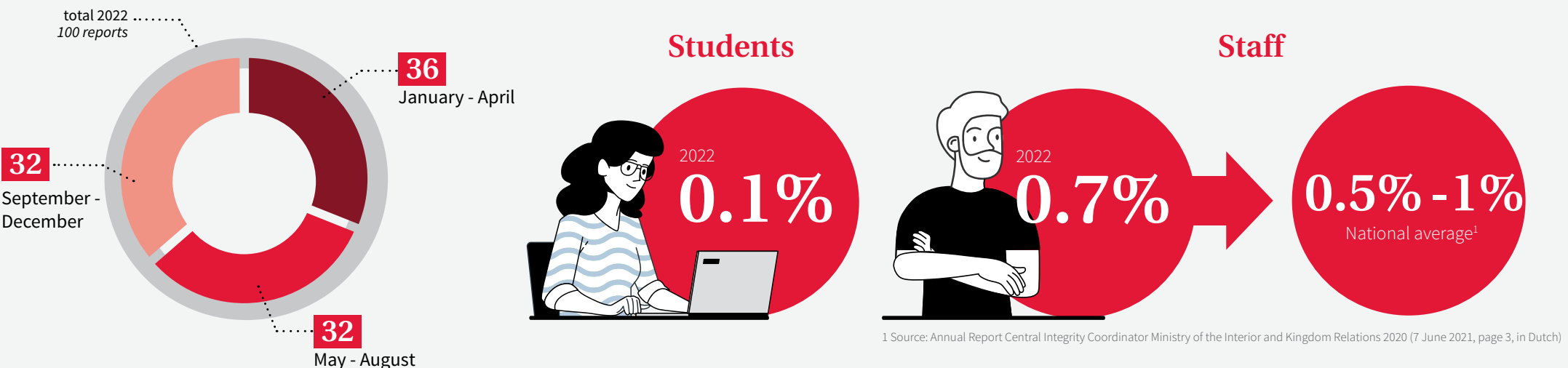
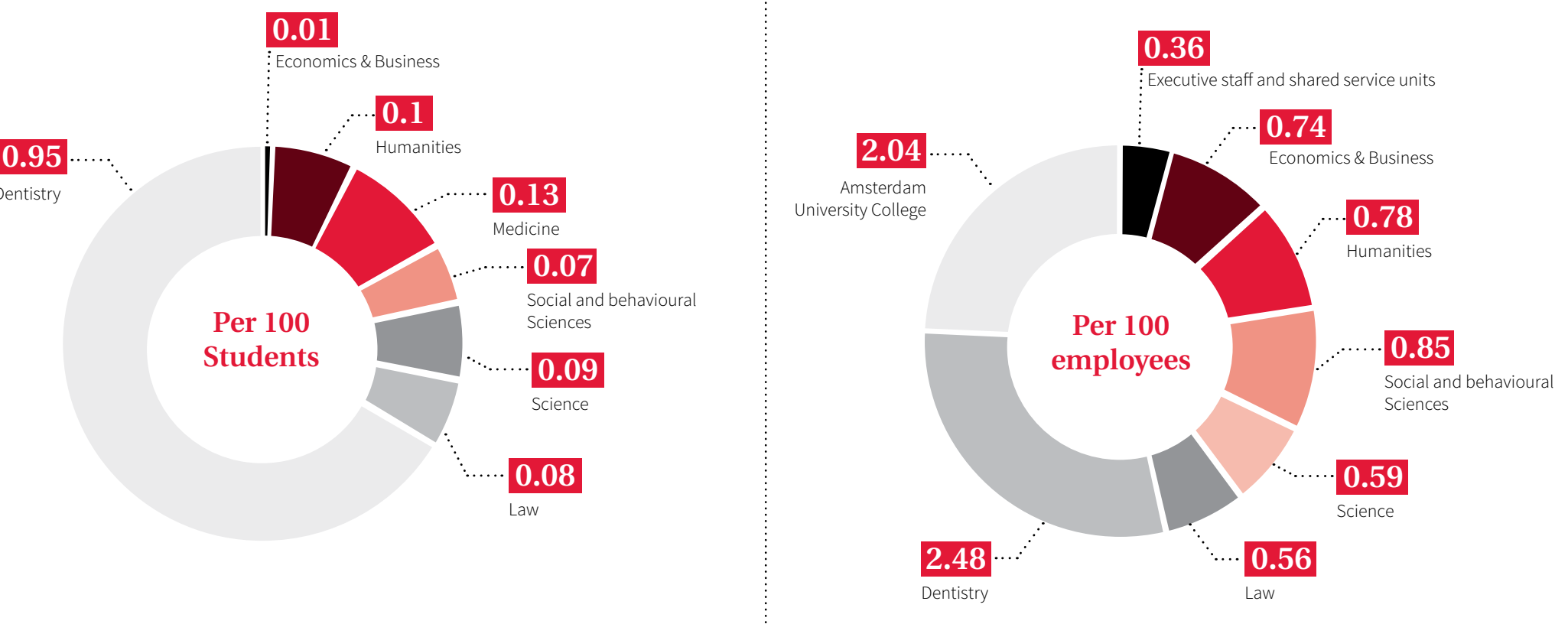


Ombudsperson annual overview 2022

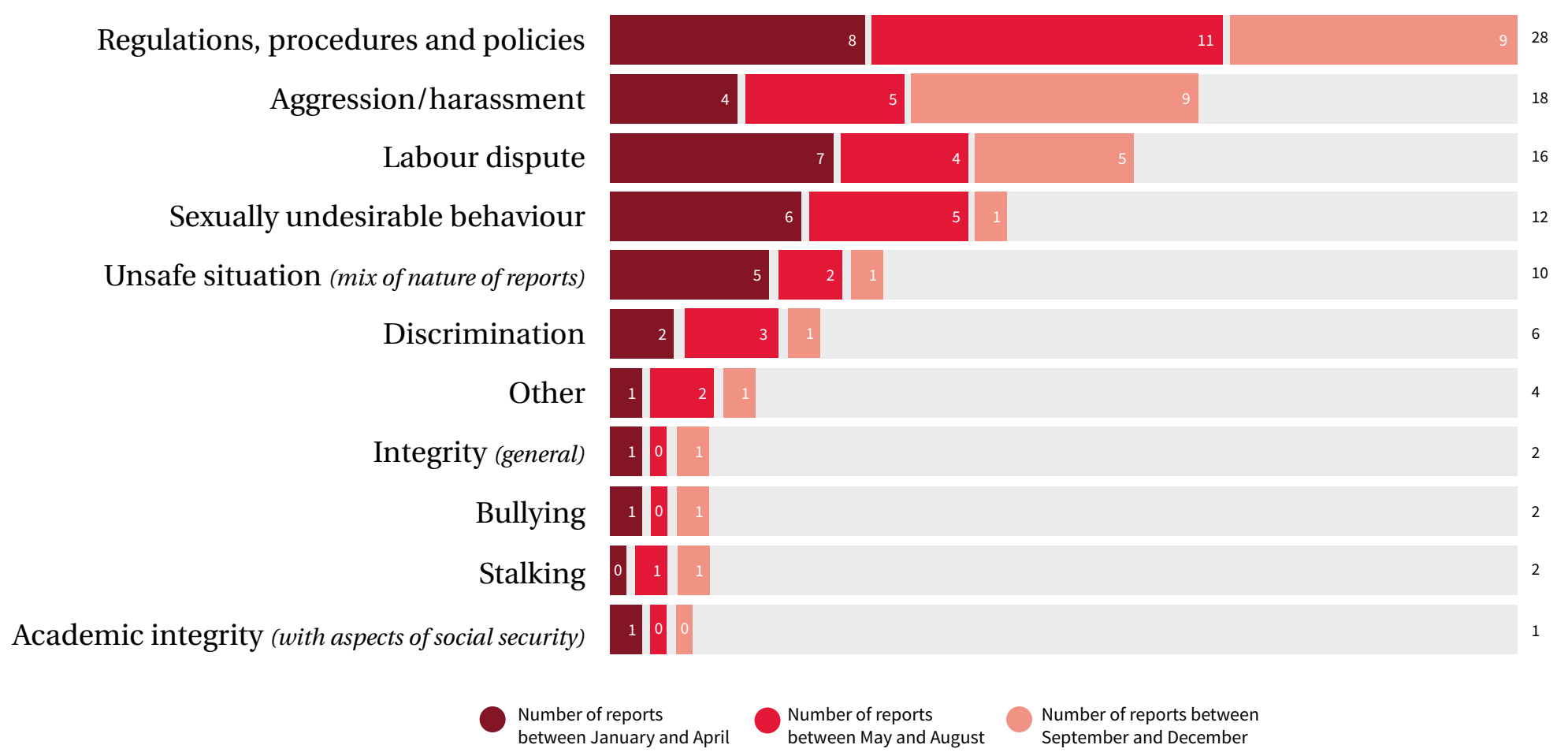
Number of reports



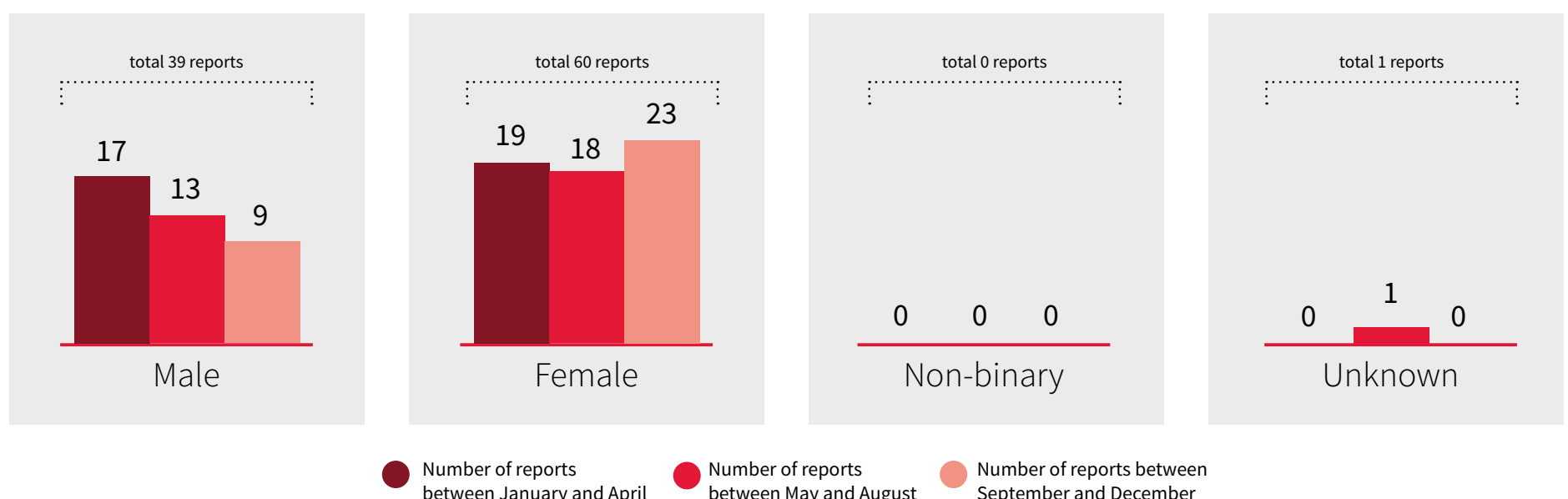
Reports per faculty/unit



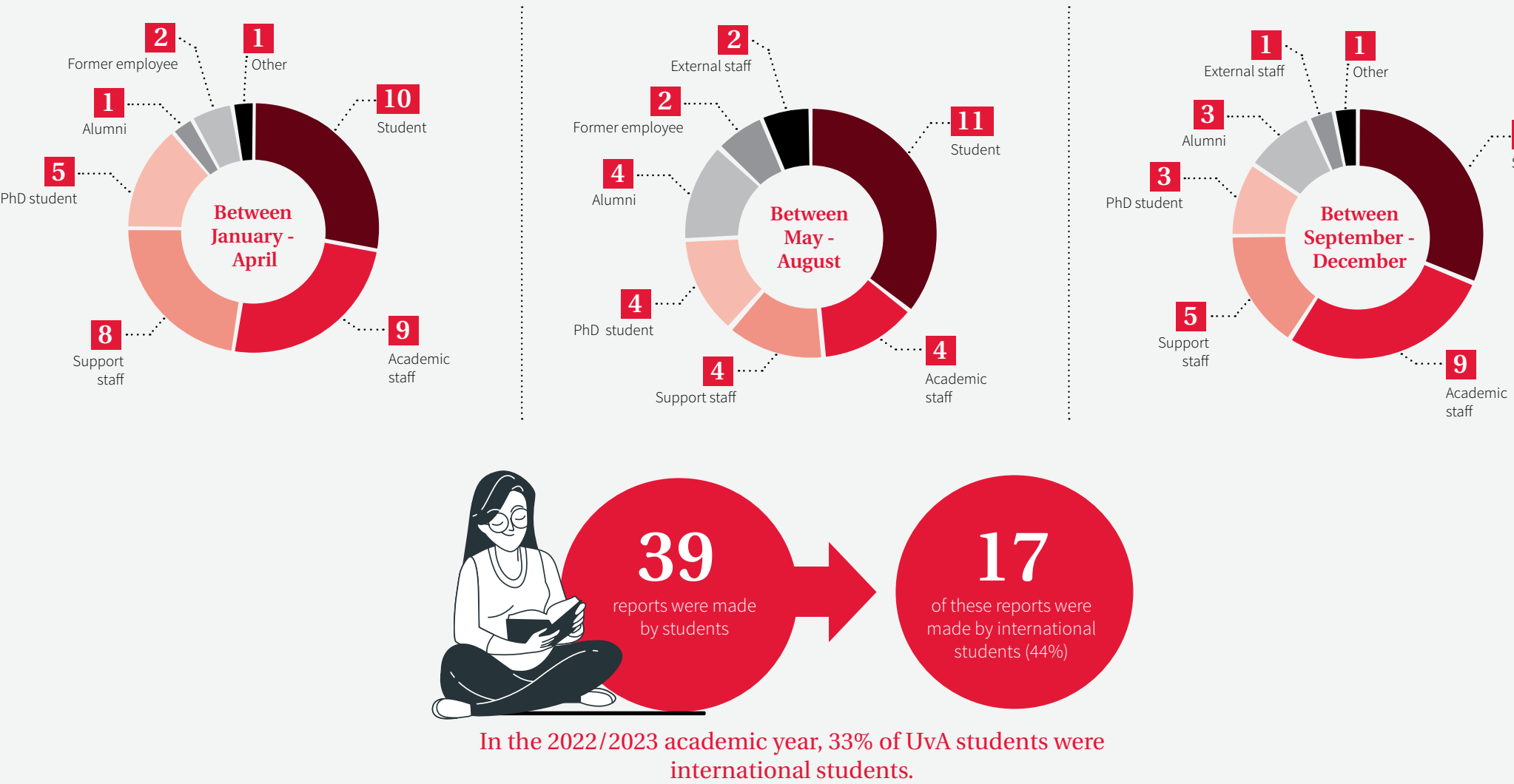
Subject matter of reports



Gender of those reporting

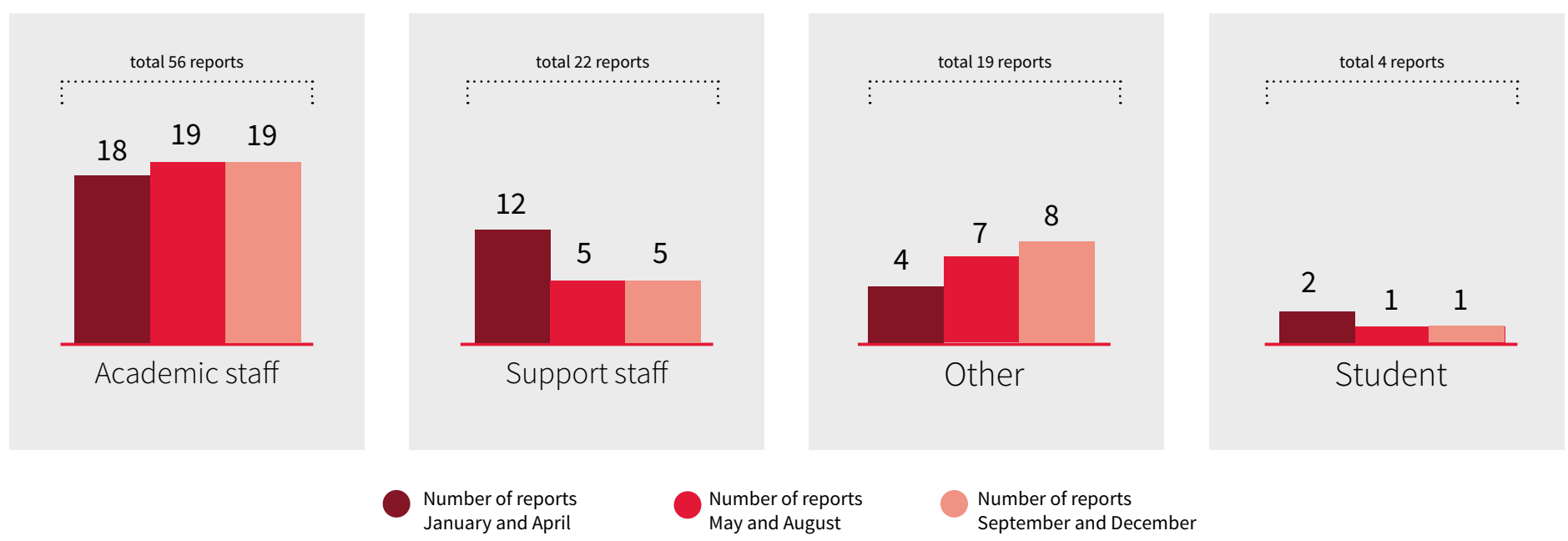


Profile of those reporting

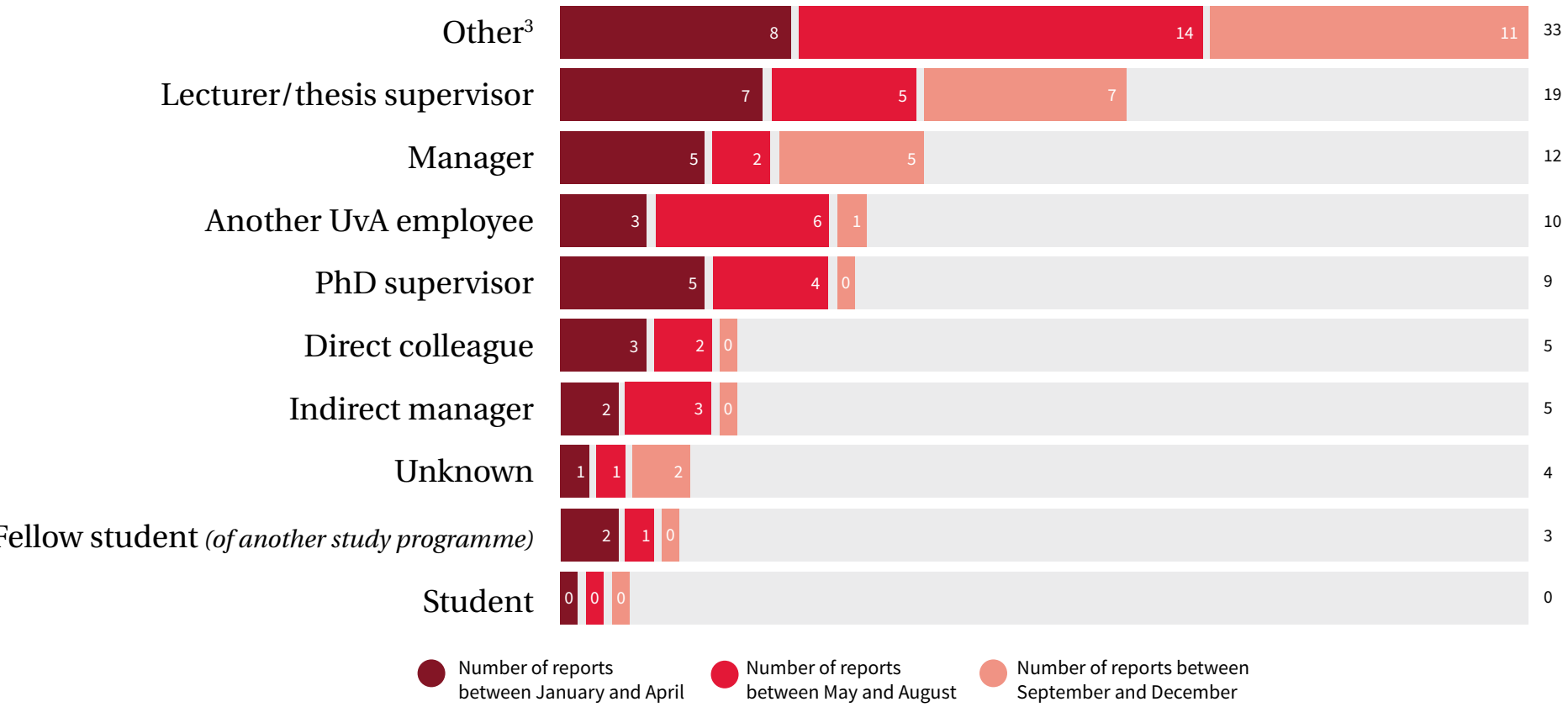


Profile of persons involved²

2 The person involved is the person about whom a report is made.



Relationship between person involved and person reporting



3 'Other' concerns reports in which no individual can be designated as the person involved, this category involves departments/processes that have a task in implementing regulations, procedures and policy

Recommendations for the Executive Board, the Secretary of the University and the Deans

Based on the reports, the Ombudsperson has made the following recommendations:

Improve the support given to three vulnerable groups: PhD students, international students and students/staff with a disability.

Strengthen the network around social safety.

Develop tools for students to help them respond to undesirable behaviour.
(Including undesirable behaviour which occurs outside of campus but has an impact on campus.)

Improve the provision of information to (international) students about the applicable procedures and the available legal remedies.

Ensure implementation of the code of conduct. Communicate the shared values and standards around appropriate behaviour, including what these mean in practice.

Consider obtaining references before appointing professors and amending the current professional policy on this point.

Support supervisors and other relevant staff in developing skills that are necessary to a proper handling of reports relating to social safety.

Ensure that an up-to-date Hazard Identification and Risk Assessment for Psychosocial Work Pressure (RI&E PSA) and an implemented Action Plan are in place.