

Personal Safety

Saxion wants to be an organisation where everyone counts, can be themselves and feels at home. We all contribute to achieving this and are all jointly responsible for it. Sometimes it is obvious which behaviour is (in)appropriate, sometimes not... Have you experienced inappropriate behaviour or are you unsure about this? Don't keep this to yourself!

Inappropriate behaviour*

Have you experienced (sexual) intimidation, bullying, physical or verbal aggression, violence or discrimination from a student or employee? Try to talk about it with the person involved. Is this not possible or unsatisfactory?

Are you a student?

If possible, contact your **study coach**.

Are you a member of staff?

If possible contact your **supervisor/manager**.

If this is not possible, contact a **confidential intermediary** at Saxion.

Submitting a complaint?

Contact the **Inappropriate Behaviour Committee**. A confidential intermediary can support you in this.



Scientific integrity*

Have you come across an infringement to scientific integrity? For example, the intentional falsification or creation of fake research data. Or do you have questions concerning ancillary positions and/or conflict of interests?

Do you have questions or are you considering submitting a complaint? Contact a **confidential intermediary scientific integrity**.

Submitting a complaint?

Contact the **Scientific Integrity Committee**.



Organisational integrity

Have you experienced an act or failure to act, which has caused damage to Saxion and/or the interests of society? This includes things like infringement of laws and regulations, wasting public money, deliberately holding back or destroying information.

Want to report this within Saxion? Contact the **ombudsperson**.

Want to report this outside Saxion?

Contact the Whistle Blowers' Authority (Huis voor Klokkenuiders).



Need help now?

Sexual violence, domestic violence or serious psychological problems?

(Suspicion of) domestic violence?

Don't keep it to yourself, talk about it!
To do so contact the dedicated officer for domestic violence.

Is there a complaint or dispute?

Contact the Complaints and Disputes Office (MKG).



Scan the QR-code for all contact details
or go to: saxion.edu/personalsafety

* Would you like an independent mediator in this process or are you uncertain of a fair and diligent process? Contact the Ombudsperson.