

Five ways to create a safe working and studying environment

We work together in and towards a safe environment for working and studying. The diversity of students and staff enriches our organisational culture, and everyone is entitled to equal opportunities. Free speech and academic freedom go hand in hand with the respectful treatment of others.

1

RESPECTFUL interaction

You treat others respectfully in your words and actions, both within and outside the university. You treat others as equals. You are open to others without bias, and you respect each other's physical and psychological integrity.

2

CONNECTING interaction

You connect with others in interaction by listening, showing appreciation and understanding and being thoughtful in what you say and write. You accept that opinions may differ and listen to the needs of others.

3

INTEGRITY in interaction

You work with others in confidence. To this end, you are honest and reliable, and you formulate expectations clearly and transparently. You can ask for and give help, as well as formulate and receive feedback in a constructive way. You take responsibility for your own actions and can also admit your own mistakes.

4

INCLUSIVE interaction

You make everyone feel at home and give everyone equal opportunities. You refrain from discrimination, sexual harassment, aggression or violence and other forms of harassment. You indicate what is desirable behaviour for you and when your boundaries have been crossed. If you witness undesirable behaviour, you try to stop and/or report it.

5

POSITIVE interaction

If you manage people, you use your powers only in a positive and legitimate manner. You refrain from intimidating, manipulative or violent behaviour. You are aware of your task as a role model, and you act accordingly by taking any report or incident of inappropriate behaviour seriously by reporting and discussing it.

Do you still encounter problems? Report unacceptable behaviour through our channels:

- [for students,](#)
- [for staff,](#)
- [for PhD researchers.](#)

