

### **UG initiatives related to social safety:**

- The best practices that were collected as a result of putting social safety on the agenda in the Board meetings with faculties and departments have been shared with the HR advisors.
- Social safety within the UG was extensively discussed with all administrators in early 2022. One of the discussion leaders was Naomi Ellemers, an author of the KNAW report on Social Safety. Experiences were shared about:
  - (1) preventing socially unsafe situations
  - (2) recognizing such situations at an early stage
  - (3) how to act adequately as a manager
  - (4) how to communicate carefully towards both the victim and the perpetrator
- On 16 March 2022, following on from the above meeting with the directors, a theme meeting was held on social safety for all those involved within the support structure of the UG (for both students and staff members). Naomi Ellemers assisted on this day too.
- Recently (25 January 2023), an intervision meeting with the Board of Deans was organized as a follow-up and a draft outline was discussed with concrete suggestions on how to act when confronted with signals or reports of social unsafety.
- In spring 2023, the social safety campaign within UG will be launched. The campaign will be visible both online and offline to the entire UG community.
- The course 'Eye for Social Safety' has been followed by various managers and staff members working in the field of social safety. Interviewing was practised with an actor using case histories.
- Over 60 Active Bystander trainings have been given so far. This amounts to over 1,850 staff/students (status February 2023). Since a waiting list developed, it was decided to train internal trainers using the 'train the trainer principle'. This will allow significantly more training to be provided in the short term. This training is designed to help people to prevent unacceptable behaviour by addressing questions such as: Do you know what you can do if you witness unacceptable behaviour? How can you prevent yourself from paralyzing, looking away, or feeling powerless? How do you combat undesirable behaviour?
- In September 2021, the ombudsperson started. She can be approached by both staff and students and has introduced herself to the faculties and departments.

### **New agreements**

- A Social Safety theme page will be created on the website with basic information about the confidential advisor, the ombudsperson, and the complaints procedure and will include a link for students and staff members. The information indicates who to turn to and what to expect. Here, transparency and clarity in duties and roles are expected to be specifically stated and this should

be easily accessible to all staff and students, whereby attention will be paid to accessible language.

- Clarity of documents regarding social safety needs to improve. Terms need to be specified more clearly and explicitly. There must also be a discussion about this within the University Council and beyond. Experts on social safety should be involved in this process.
- A 'victim-based approach' should be applied to all layers of the support structure; policy-making regarding complaint handling should be focused on the victim's perception by designing the treatment in a way that does not cause further emotional damage to the victim. For this, reference can be made to the many psychological studies that have been published on this subject and training courses that are given. Competencies related to diversity and intersectionality (integrality) should be job requirements for employees within the support structure.
- Academic freedom and critical results of research will be respected.
- A work conference is under development, on the initiative of the ombudsperson, towards a more collaborative approach to reports.
- The ombudsperson will report to and discuss reports with the Board of the University (CvB), the employee participation bodies, and the Supervisory Board.

### **Long-term 2023-2026**

Social safety is a subject that needs permanent attention. It is one of the prioritized subjects that is part of Integral Safety within the UG. For social safety, a three-year programme is being developed in which concrete goals are formulated that will be reported on periodically. Within the subject of social safety, there is, of course, also a connection with the subjects of diversity and inclusion.

### **Process agreements with Concerned Students (*Bezorgde Studenten, BS*):**

- The next meeting will be in three weeks' time. The agenda will include the submitted document and the response by the Board of the University to this and from BS, concretization and input
- Position of the Board of the University on continuation of Active Bystander training and training that is more focused on prevention
- The Board of the University considers the University Council to be the elected discussion partner
- The Board of the University explicitly invites BS to come up with further input and suggestions

The Board of the University and BS see the above as the outcome of the consultation on 22 March 2023. This means that the action in the Academy Building will end peacefully.