

Unacceptable behaviour

How to make an appointment?

You can make an appointment with the confidential adviser by telephone or you can contact her by email. You can talk to her or someone else about your situation without delay.

Confidential adviser

(for students)

Mrs. Carla Haenen

☎ 0317 483820

✉ vpstudent@wur.nl



(for staff)

Mrs. Martie Wagenaar

☎ 0317 484553

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How can the confidential adviser be of help?



www.wageningenuniversiteit.nl/uk/education/studentfacilities/studentcounsellingservice/confidentialadviser



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Unacceptable behaviour

Unacceptable behaviour is behaviour that you find such a hindrance that it has a harmful effect on your studies.

Something that is unacceptable for one individual may not be to another, but it is a problem if you experience the conduct as unacceptable.

Bullying, (sexual) harassment, threats, stalking and gossiping are all types of unacceptable behaviour. Even if very subtle it can still have a great impact on your feeling of safety and your pleasure in studying.

Examples are

- > you receive intrusive emails from a fellow student;
- > a lecturer pays you more than average attention;
- > you pick up sexual innuendos or jokes, or people touch you without reason, put their hands on you or block your path;
- > your fellow students ignore you, or you are always given the most unpleasant

- tasks in a group assignment;
- > you feel uncomfortable about being involved in gossip about a fellow student, a teacher, an adviser or other people you are in contact with during your study;
- > you feel that fellow students or other people are not taking you seriously.

It could also be the case that you have witnessed unacceptable conduct like sexual intimidation or bullying but you don't know what you can do about it.

What can you do about it?

It is important that prompt action is taken when unacceptable conduct is observed, because it can cause stress and psychological or physical problems which can affect you privately and in your study.

It goes without saying that others should treat you with respect. If someone's behaviour is bothering you, this person might not even be aware of the effect

that his or her behaviour is having on you. It might be a good idea to talk to this person about the fact that their behaviour distresses you. You can explain that you find this unacceptably offensive or even threatening. You can also ask someone you trust, a fellow student or a teacher to say this to this person. You can also contact a confidential adviser. Please don't keep it to yourself but talk about it.

How can the confidential adviser be of help?

Wageningen University employs a confidential adviser for students. She is independent and everything you discuss with her is confidential.

She will take as starting point the fact that you feel impeded in your studies by the behaviour of another person. She will think along with you and advise you on finding a solution.

A confidential adviser can accompany you when you talk to the person who is

causing the distress and can bring in an intermediary at your request. The confidential adviser will help you to work out a strategy best suited to you and your situation.

Can you make a formal complaint?

You can submit a complaint to the Executive Board if your attempts to change the situation have had no effect and the behaviour is so offensive that it is a real hindrance for you. Complaints must be made in writing, and may be made some time after the behaviour has taken place.

The confidential adviser can provide information about the rules for complaints and the procedure. She also will help you to write and submit a complaint and assist you during the entire complaints procedure.

You can find the complaints procedure for unacceptable conduct on the website.