



To: University Council
Via: university.council@eur.nl

Date
29-03-2023

Subject
Response to 38558 Safe@EUR

Our reference
CvB/275.752/EB/AB/RP

Your reference
UC/LvS/38558

Page
1/3

Enclosure
-

Department
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Dear members of the University Council,

Thank you for your advice on Safe@EUR, the contact point for undesirable and worrying behaviour. We are happy to hear that you appreciate the effort to establish this referral point and we want to thank you for your contribution to its development through your participation in the sounding board.

In this letter you will find a brief response to the seven points that you raised in your letter.

1. It is still possible to contact another actor, such as the trustee, directly. This is also mentioned on the Safe@EUR website, where one is first referred to these actors. If one does not know where to go, or wants to make a report, they can go to Safe@EUR. To encourage cooperation and coordination between the various actors, there are regular consultations, for example in the social safety expert team and the actors' network.
2. With regards to your second point about the vacancy, the vacancy mentions both the role of trend analysis and the importance of 'social-pedagogical expertise'. The trend-analysis is mentioned in the vacancy (third bullet):

"Je zorgt voor centrale monitoring van de opvolging van meldingen en signaleert trends door middel van het registreren, inventariseren en analyseren van meldingen."

The same is true for 'social-pedagogical expertise', this is also mentioned (more comprehensive):

"Aantoonbare kennis en ervaring met het thema sociale veiligheid, bijvoorbeeld door werkervaring als

vertrouwenspersoon, mediator, psycholoog, (bedrijfs-)maatschappelijk werker of soortgelijk."

And

"Aantoonbare kennis en ervaring met specifiek traumasensitief werken, conflictbemiddeling, interculturele communicatie en/of casemanagement binnen de sociaal-maatschappelijke sector is een pré."

The casemanagers will also receive an eight-day training where they will learn about (amongst other topics) social safety, handling reports (which could involve trauma) and making a risk-analysis.

3. We are aware that especially international employees and students could be vulnerable for unwanted or worrisome behaviour. To make the contact point as accessible as possible, we agree that a correct translation of the texts is important. Therefore, the project team collaborates with a native speaker to check the documents and communication. They have found a native speaker with a psychological background.
4. The position of Safe@EUR is important because it needs to be as independent as possible. For now, Safe@EUR is positioned within HR, like the ombudsperson, separate from the current teams within this department. Like the ombudsperson, however, Safe@EUR hierarchically doesn't report to HR but to the Executive Board.

HR facilitates, but Safe@EUR has its own budget separate from the HR budget. In this, we follow the example of the network of confidential counsellors, which is currently similarly secured under Education and Student Affairs (E&S). The functional management of the case managers — such as requesting leave and reporting sick — lies with HR management. In terms of monitoring work, we see a shared responsibility between HR and E&S. Performance reviews are therefore carried out in tandem.

The casemanagers can also contact the company welfare worker for (mental) support. They are also part of the expertise team on social safety and the social actor network.

5. The Commissie Klokkenluiders has been added to the overview.
6. To avoid confusion, Safe@EUR works with a subtitle for the contact point which explains that it is about social

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safety. Also, on the website, to refer to security and their telephone number in case of emergencies.

7. At this moment we start with casemanagers that are available during office hours. To ensure prompt follow-up on reports, two case managers have been recruited. Outside working hours, they receive a voicemail, which includes emergency numbers. In addition, the web form is available at all times.

We thank you for your valuable contribution to this topic.

The Executive Board of Erasmus University Rotterdam,

Prof.dr. H. Brinksma
President



Prof.dr. A.L. Bredenoord
Rector Magnificus

