If it is not possible to speak with your immediate supervisor, you can always go to his/her immediate supervisor or you could make an appointment with our HR advisor, Isabelle Mollink, i.mollink@arch.leidenuniv.nl

1. Do you have:
   - Problems or questions about your employment at the University of Leiden?
   - Questions about the staff’s work environment?
   - Experience of undesirable behaviour, or have you observed undesirable behaviour at work?
   - As a PhD: have you experienced problems that you cannot solve yourself?
   - A suspicion about abusive behavior?
   - A suspicion about a breach in scientific integrity?

2. Share your question, experience, observation or suspicion!
   - Share your question, experience, observation or suspicion.
   - Discuss the problem or question with your promoter or supervisor.
   - Speak directly to those who are responsible. If that is awkward, report your experience or observation to your supervisor.
   - Discuss the problem or question with your promoter or supervisor.
   - Discuss your concerns about abuse with your supervisor or with your Head of Department.
   - Speak directly to the scientist concerned.

Contact Confidential Counsellors

- Marije Bedaux and Nadia Garnefski
  vertrouwenspersoon@bb.leidenuniv.nl
- Marjan van Dasselaar
  Ombuds.medewerkers@leidenuniv.nl
- Click here
- Mariana de Campos Francozo:
  m.francozo@arch.leidenuniv.nl
- Gert de Boer
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