

Article 1.12 Undesirable behaviour

1. In order to promote well-being in the working environment, the parties wish to eliminate undesirable behaviour, including (sexual) harassment, aggression, violence and discrimination.
2. The employer must appoint a counsellor whose task it is to offer initial assistance to those who have been confronted with undesirable behaviour and to offer initial assistance with regard to complains pertaining to acts in violation of the Equal Treatment Act.
3. In order to prevent and combat the forms of undesirable behaviour referred to above, the employer shall draw up a code of conduct. Collective Labour Agreement Dutch Universities 1 January 2022 – 31 March 2023.
4. An ombuds function has been set up at all universities as of 1 July 2021. To this end, parties have adopted a 'National framework for the implementation of the university ombuds function' (can be found on www.unl.nl).