

TEMPORARY AFTERCARE FACILITY FOR STUDENTS AND STAFF FOLLOWING A SOCIALLY UNSAFE SITUATION IN THE PAST

Target group

1. Every student or employed or external staff member, who is attached or was attached to the Faculty of Humanities (hereinafter 'the faculty') from the opening date of this Facility up until seven years prior and has experienced and reported a situation of inappropriate behaviour that was dealt with and recognised as such, but believes that this situation has not brought sufficient closure, may submit a request for aftercare to an independent confidential adviser.
2. Inappropriate behaviour includes any behaviour on the part of a staff member or student which causes stress to the person concerned because it jeopardises or damages their physical or emotional integrity. This may include, but is not limited to, physical or verbal aggression, sexual harassment or other forms of intimidation, discrimination and exclusion, bullying and academic sabotage (definition in the [UvA Code of Conduct](#)).
3. This Facility applies to socially unsafe situations as described under 2 that took place from the date of the opening of this facility up until seven years prior.

Nature of the aftercare

4. Aftercare may consist of a closure conversation, recognition, apologies, mediation or a contribution towards the reasonable costs incurred relating directly to the incident, such as the uninsured costs of legal assistance or any personal contribution to the costs of a form of support.

Submitting a request for aftercare

5. A request for aftercare can be submitted to an external independent confidential adviser (hereinafter 'the confidential adviser') at Bezemer&Schubad (www.bezemer-schubad.nl) by sending an email to nazorg-fgw@bezemerschubad.nl.
6. The submission period for a request for aftercare is a maximum of 12 months from the date of the opening of this Facility.

Examination and assessment of a request for aftercare

7. The confidential adviser discusses the request for aftercare with the person concerned, as described under 1 (hereinafter 'the person concerned').

8. The confidential adviser may request the person concerned to provide written documents, ask questions and/or make further enquiries on the case submitted by the person concerned.

9. If it is necessary or desirable for the assessment of the request for aftercare, the confidential adviser will call upon the expertise of a lawyer qualified in this area, who also is independent of the faculty and the UvA.

10. The confidential adviser submits the request for aftercare and the advice for an appropriate settlement of the request to the dean of the faculty.

Decision of the dean

11. In response to the request for aftercare, the dean informs the applicant of the decision on the provision of aftercare in writing, stating reasons, and will make the necessary arrangements accordingly.

12. A copy of the advice from the external confidential adviser to the dean will be included as an appendix to this decision.

13. If the dean's decision deviates from the advice of the external confidential adviser, the reason for the deviation will be stated in the decision.

Hardship clause

14. The dean may deviate from the provisions of the Facility or may not apply the Facility to the extent that application, having regard to the aim and purpose of the Facility, will lead to extreme unfairness.

Payment of compensation determined/provision of aftercare

15. The dean's decision will be executed within six weeks of the date the decision is made.

Possibility of appeal

16. The advice from the external confidential adviser leads to a decision by the dean. If the student or staff member disagrees with the decision, the usual possibilities of appeal may be pursued. For current and former staff members, this is the subdistrict or civil court, and for current and former students, the administrative court.