

- This is an overview of who to adress with your problems.
- If you can not resolve the problem with the person concerned, and consultation of your supervisor (SV) and her/his supervisor does not help either, you can use this overview as an additional referral guideline.
- Do not hesitate to contact the person who you think can help best. Because functions overlap, you might be referred to the right person.
- **When you require acute help (emergency) call the VU emergency number: 22222 (internal) or 020 - 598 2222 (external/cellphone).**
- When the situation is not acute but may require practical measures (for example in case of 'Aggression and violence', 'Threat' or 'Stalking'), contact the Safety and Security Reporting Center.
- **Dark green:** primary / most obvious 'counter'. **Light green:** the next obvious option. **Blue:** always report to *Safety and Security Reporting Center* afterwards.

	SV	SV of SV	HR Advisor	Health, Safety and Environment				Confidential Counselor for Personnel		Executive Board (Complaints Committee)	(Internal) mediation	Social Safety Coordinators	Ombudsman for Personnel	Confidential Counsellor Whistleblower's Regulations	Confidential Counsellor Academic Integrity	Mentoring programme for talented scientists	Coordinator Career Counseling	Financial aid fund for personnel	Safety and Security Reporting Center
				Occupational health physician	Occupational Social Worker	PhD Psychologist	Health, Safety and Environment Expert	Decentralized	Central										
Abusive condition (structural)																			
Aggression and violence																			
Bullying																			
Burn-out																			
Career development																			
Conflict/dispute with colleague(s)																			
Conflict/dispute with supervisor																			
Cooperation problems																			
Discriminatiion																			
Disease or disability																			
Dismissal threat																			
Employment law questions																			
Financial problems																			
Fraud																			
Fraud, scientific																			
Functioning problems																			
Health problems																			
Health safety issues/dangerous situations*																			
Improper application of rules/regulations																			
Inappropriate conduct																			
Informal care																			
Intimidation																			
Overworked																			
Personal problems																			
Plagiarism																			
Psychological problems																			
Scientific fraud																			
Sexual harassment																			
Stalking																			
Stress																			
Threat																			
Work load																			
Work problems																			
(Work) accidents																			

\* Physically dangerous/threatening, exposure to/release of hazardous/toxic substances (e.g. carcinogenic, biological agents).