

The API aims to do world-leading astronomical research, with integrity and in a safe and inclusive work environment. We continuously strive for this through the actions of our community, by creating awareness and aiming to prevent issues, and by addressing any issues in a professional manner.

Undesirable behavior

Harassment

Including: threats, sexual (also quid pro quo); physical (e.g. hitting, pushing, stealing or destroying property, offensive gestures); psychological (verbal harassment)

Bullying

Including: cyberbullying; retaliation; use of power (e.g. career threats); spreading rumours; forced isolation; false accusations; denigration; scientific sabotage

Supervision related

Including: lack of projects; being ignored by advisor; incompetence; unhealthy work pressure; not facilitating special needs

Inequality

Including: exclusion; disfavoring; discrimination (e.g. wrt age, gender, religion, national origin, sexual orientation, physical/mental health)

Academic integrity related

Including: plagiarism; falsifying data; fabricating data; duplicating results; presenting others' ideas as one's own; authorship manipulation

Awareness and prevention

To promote awareness and prevention, the API organises **topical talks** (e.g., via pizza lunches, PhD/postdoc intro event).

The API aims to make things better for anyone who has experienced or is experiencing undesirable behaviour.

The API **statement of values and code of conduct** can be found [here](#).

Employee annual reviews can be a moment for postdocs or staff to report potential issues.

API's **PhD monitoring committee** does annual reviews with PhDs and *ad hoc* discussions throughout the year.

The API **Equity Diversity and Inclusion Committee (EDIC)** provides awareness, resources and advice on these topics.

The **Netherlands Astronomy Inclusion and Equity Committee (NAIEC)** organises seminars and events to promote equity and inclusion in the Netherlands astronomy community.

The **UvA diversity office** ([here](#)) has various initiatives and events to help reduce inequality, remove barriers and create equal opportunities for everyone.

Getting advice

First advice when you experience undesirable behavior:

Confide in someone you trust (in your private circle, at API, FNWI, UvA, NOVA)

Specific roles within API

At API we have staff members in specific roles, whom you can always approach:

BSc/MSc project coordinator **Antonia / Phil**

BSc education coordinator **Anna**

MSc A&A track coordinator **Phil**

PhD monitoring committee **Nathalie, Phil, Ralph**

API EDIC members **Anna, Antonija, Jean-Michel, Ralph**

API NAIEC representatives **Jean-Michel, Ralph, Samaya, Tana**

API management **Carsten, Alex, Jason, Kim, Nathalie, Rudy**

API open doors

You can also always talk in confidence to the API open doors:

Alex, Nathalie, Rudy, Samaya

who act individually and keep no record. The API open doors will listen and can help you navigate possibilities and resources, without pressure for specific action.

Points of contact within FNWI/UvA

Related to classes/projects [study advisors](#); [confidential advisors \(BSc/MSc\) complains, objections and appeal](#)

Academic integrity issues [overview page](#)

Anonymous + formal reports [formal complaint UvA](#)

General misconduct [ombudsperson](#); [confidential advisors \(PhD/PD/staff\)](#)

April 2023 lunch talk [recording](#) and [slides](#)

Full URLs and QR codes for the links on the front page

Awareness and prevention

The API **statement of values and code of conduct**:
<https://api.uva.nl/about/equity-diversity-and-inclusion/api-code-of-conduct/code-of-conduct.html>



The API **Equity Diversity and Inclusion Committee (EDIC)**:
<https://api.uva.nl/about/equity-diversity-and-inclusion/api-edic-committee/edi-committee.html>



The **Netherlands Astronomy Inclusion and Equity Committee (NAIEC)**:
<https://www.accessastronomy.eu/netherlands>



The **UvA diversity office**:
<https://www.uva.nl/en/about-the-uva/about-the-university/diversity-and-inclusion/diversity-and-inclusion.html>



Getting advice UvA/FNWI webpages

Study advisors

<https://student.uva.nl/en/topics/study-adviser>



Confidential advisors for students (BSc/MSc)

<https://student.uva.nl/en/topics/contact-a-confidential-adviser>



Student complaints, objections and appeals

<https://student.uva.nl/en/content/az/complaints-objections-and-appeals/complaints-objections-and-appeals.html>



Ombudsperson

<https://www.uva.nl/en/about-the-uva/about-the-university/social-safety/ombudsperson/ombudsperson.html>



Confidential advisors for PhD/PD/staff

<https://extranet.uva.nl/en/content/a-z/confidential-advisers/confidential-advisers.html>



Academic integrity overview page

<https://www.uva.nl/en/about-the-uva/organisation/faculties/faculty-of-science/research/academic-integrity/academic-integrity.html>



Formal complaints

<https://medewerker.uva.nl/en/content-secured/az/complaints/overview-of-staff-complaints-regulations/overview-of-staff-complaints-regulations.html>



April 2023 lunch talk on social safety recording and slides: https://video.uva.nl/media/20+04+2023+-+Social+safety/0_vaacg7ll/16047
https://amsuni.sharepoint.com/sites/FNWI_ORG_API_Wiki/Shared%20Documents/social_safety_lunch_talk_slides.pdf?CT=1692030177870&OR=ItemsView

