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	**Anna / Ziggy**
MSc A&A track coordinator	**Nathalie**
PhD monitoring committee	**Phil, Phillip, Ralph**
API EDIC members	**Alessandra, Antonia, Rudy**
API NAIEC representative	**Antonia**
API management	**Carsten, Alex, Kim, Lex, Nathalie, Rudy**

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

Alex, Nathalie, Rudy

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-edi-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

Last check and update of this leaflet: August 2025 (by Nathalie Degenaar)

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/categories/complaints-objections-and-appeals

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
https://video.uva.nl/media/20+04+2023+-+Social+safety/0_vaacg7ll/16047