

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 \(PhD/PD/staff\)](#)

Social safety report point [UvA webpage](#)  
API lunch talk (2023) [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>



**April 2023 lunch talk on social safety**

[https://video.uva.nl/media/20+04+2023+-+Social+safety/0\\_vaacg7ll/16047](https://video.uva.nl/media/20+04+2023+-+Social+safety/0_vaacg7ll/16047)



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## 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>



**UvA social safety (incl. Social Safety and Integrity Reporting Point)**

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

