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

<table>
<thead>
<tr>
<th>Harassment</th>
<th>Bullying</th>
<th>Supervision related</th>
<th>Inequality</th>
<th>Scientific integrity related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Including: threats, sexual (also quid pro quo); physical (e.g. hitting, pushing, stealing or destroying property, offensive gestures); psychological (verbal harassment)</td>
<td>Including: cyberbullying; retaliation; use of power (e.g. career threats); spreading rumours; forced isolation; false accusations; denigration; scientific sabotage</td>
<td>Including: lack of projects; being ignored by advisor; incompetence; unhealthy work pressure; not facilitating special needs</td>
<td>Including: exclusion; disfavoring; discrimination (e.g. wrt age, gender, religion, national origin, sexual orientation, physical/mental health)</td>
<td>Including: plagiarism; falsifying data; fabricating data; duplicating results; presenting others’ ideas as one’s own; authorship manipulation</td>
</tr>
</tbody>
</table>

### Awareness and prevention

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| 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** Ralph / Phil
- **BSc education coordinator** Anna
- **MSc A&A track coordinator** Phil
- **PhD monitoring committee** Jason, Lex, Sera
- **API EDIC** Full list of members on the [API EDIC webpage](#)
- **API NAIEC representatives** Jean-Michel, Ralph
- **API management** Carsten, Alex, Jason, 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; student counsellors complains, objections and appeal](#)
- Scientific integrity issues: [overview page](#)
- Anonymous + formal reports: [independent reporting point; formal complaint UvA ombudsperson; confidential advisors](#)
- UvA confidential advisors provide legal advice for those on temporary contracts.
### Awareness and prevention

The API **statement of values and code of conduct**:  

The API **Equity Diversity and Inclusion Committee (EDIC)**:  
[https://api.uva.nl/about/equity-diversity-and-inclusion/api-edic-committee/edi-committee.html](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](https://www.accessastronomy.eu/netherlands)

The **UvA diversity office**:  

### Getting advice UvA/FNWI webpages

**Study advisors**  

**Student counsellors**  

**Student complaints, objections and appeals**  

**Ombudsperson**  

**Confidental advisors**  
[https://extranet.uva.nl/en/content/a-z/confidential-advisers/confidential-advisers.html](https://extranet.uva.nl/en/content/a-z/confidential-advisers/confidential-advisers.html)

**Scientific integrity overview page**  

**Independent reporting point**  
[https://www.reportingpointundesirablebehaviouruva.nl/](https://www.reportingpointundesirablebehaviouruva.nl/)

**Formal complaints**  