

- 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)	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	Union	Safety and Security Reporting Center
				Occupational health physician	Occupational Social Worker	Health, Safety and Environment Expert	Decentralized	Central									
Abusive condition (structural)																	
Aggression and violence																	
Bullying																	
Burn-out																	
Career development																	
Conflict with colleague(s)																	
Conflict with supervisor																	
Discriminatioon																	
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).