Undesirable Behavior, understood as:
- sexual harassment
- bullying
- discrimination
- aggression (including intimidating behaviour)
- violence in the workplace and/or study environment.

(A Alleged) Misconduct includes:
- an (imminent) criminal offense, such as theft, corruption and forgery
- a gross (imminent) violation of EUR Holding BV laws, regulations or policies
- an (imminent) danger to public health, safety or the environment
- a (threat of) deliberate misinforming of public bodies
- a (threat of) deliberate withholding, destruction or manipulation of information on acts described in the first 4 bullets.

(Suspected) Violations of Scientific Integrity, including amongst other things:
- academic misconduct
- deception
- wrongful use of intellectual property rights.

EUR Holding BV Regulations On Reporting Undesirable Behaviour And Complaints Procedure (see below)

EUR Holding BV Regulations On Reporting Misconduct (see below)

Scientific Integrity Complaints Procedure of Erasmus University Rotterdam (EUR)
1. Report (oral or written) (4 and 5)

1a. Report to official within EUR of EUR Holding BV other than Confidential Counsellor (5.2)

2. Confidential Counsellor (2)

3. Investigate report (5.3)

4. Director Subsidiary Company

5. Request handling of report (5.3)

6. Consult

7A. Not satisfied (6.1)

7. Case concluded

B. Informant waives informal procedure

C. Initiate formal complaints procedure within EUR Holding BV (see next page) (6)

Report to Police

Consult

Notification handling report (within 6 weeks) (5.3)

Satisfied

Informant
Handling of complaint (8)
1. Inform the accused and give opportunity to respond
2. Hear all parties and possibly experts
3. Submit report hearings to all parties for comments
4. Advice to CEO of EUR Holding BV

(6.2) Formal (written) Complaint (within 3 years):
a. Personal details, date, description undesirable behaviour.
   If possible:
b. Name of the accused, time and place where undesirable behaviour took place, description of steps taken by the complainant.

Receipt confirmation (6.3)

Decision to handle complaint (7)

Handle complaint YES (8)

Handle complaint NO

Request advice on intention not to handle complaint (7.3)

Appeal well founded (7.5)

Inform (10)

CEO of EUR Holding BV

Chair Supervisory Board EUR Holding BV

File Report

Complainant/Accused

COOM (3)

Alleged criminal offense (8.4)

Advice (9)

Decision incl. conclusions + recommendations (10+11)

Appeal ad hoc dispute committee (10.7)

Judicial action (10.10)

Case closed

Number+arrow: step sequence
Number in red parentheses: refer to regulation Article

Regulations On Reporting Undesirable Behaviour And Complaints Procedure, page 2
EUR Holding BV Regulations On Reporting Misconduct

(5.5) There is:
- acute danger, where a serious and urgent public interest would require immediate external reporting;
- a reasonable fear of reprisal or retaliation as a result of internal reporting;
- an obvious threat of embezzlement or destruction of evidence;
- a previous internal report of the same misconduct, but which has not led to neutralising of the misconduct;
- a legal obligation to direct external reporting.

Internal handling report (elaborated on next page)

Informant withdraws report (3.7)

Satisfied

Case closed

NOT satisfied (5)

- Disagree with conclusions and suspicion that report has been wrongfully dismissed
- Conclusions not received within required time period

C1

C2

C

EXTERNAL REPORTING

Number + arrow: step sequence
Number in red parentheses: refer to regulation Article

Regulations On Reporting Misconduct, page 1
Number + arrow: step sequence
Number in red parentheses: refer to regulation Article

Regulations On Reporting Misconduct, page 2