

## Introduction external confidential counsellor

It can happen to anyone: something happens that makes you feel insecure. You wonder what to do about it. For example, you notice that a colleague or student does something unacceptable or you are confronted with undesirable behaviour, such as bullying or intimidation. A collaboration problem or a difference of opinion with a colleague or fellow student can also bother you and you need a sounding board or an outlet. It often helps to talk about this with another colleague, with someone from HR, your manager or your student counsellor. But sometimes you don't want to or can't. Maybe that person is involved themselves, maybe you are afraid of the reactions. In such cases, you can appeal to a confidential counsellor. You can go to the confidential counsellor with issues, reports, questions, problems or doubts about integrity or undesirable behaviour.

The confidential counsellor is available as a sounding board, advisor and facilitator. She/he listens to you and takes your story seriously. The confidential counsellor thinks with you about what you can do and can help you put things in the right perspective for yourself. Furthermore, the confidential counsellor can support you in deciding on possible next steps and guide you in this if you wish.

Because it is very important that staff and students can experience this officer as approachable, independent and objective, the University of the Arts The Hague has chosen to appoint an external confidential advisor for this reason. Two in fact. These are Karlijn Mofers and Eric de Ruijter.

Karlijn and Eric are associated with agency The Confidential Counsellor. Both Karlijn and Eric both work as externally certified confidential counsellors. They are affiliated with the National Association of Confidential Advisors (LVVV). If you contact Karlijn (or Eric), she (or he) will first quietly listen to your story. Then a solution to the problem will be sought together with you. The contact is often by phone or video call, but of course it can also take place on location.

**Karlijn can be reached at E-mail:** [mofers@devertrouwenspersoon.nl](mailto:mofers@devertrouwenspersoon.nl) or via T: 088-1119910

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Karlijn



Eric