

REPORTING CODE FOR DOMESTIC VIOLENCE AND CHILD ABUSE



TU/e

Step-by-step guide for
TU/e employees on recognizing
and reporting domestic violence
and child abuse*.

TU/e considers the (social) safety of its employees and students very important. This means that we are also alert to signs indicating possible domestic violence or abuse of employees and students.

TU/e expects employees to be vigilant in all interactions with colleagues and students, paying attention to such signs to enable a sufficient response and follow-up.

For this reason, TU/e has established a reporting code so that employees know which steps are expected when there are signs of domestic violence or child abuse. They can be supported in this by the special-task officer(s) for domestic violence and child abuse (internal TU/e confidential counsellors).

report is
also possible
anonymously

Step 1 Identify signs

- Try to engage in a conversation with the person you suspect may be facing issues.
- Together, approach the manager or the confidential counsellor.
- If you have serious concerns about the individual and they are unwilling to seek help, consult a manager, an HR advisor or a confidential counsellor.

Step 2 Approach a TU/e confidential counsellor

- Discuss the signs with a TU/e confidential counsellor. The confidential counsellor may seek advice from Veilig Thuis if necessary and records all findings in accordance with the TU/e (privacy) guidelines.

FIND YOUR COUNSELOR

Step 3 Conversation with the individual concerned (by a confidential counsellor)

- The confidential counsellor (and possibly reporter) engages in a conversation with the individual concerned regarding the signs.

Step 4 Assessment of the severity of the situation

- The confidential counsellor weighs up the risk of domestic violence/child abuse and the severity of the situation.

Step 5 Help process is initiated

- The confidential counsellor organizes help within TU/e in so far as this is possible.
- If there is a situation of acute/structural unsafety and/or TU/e cannot organize help, the confidential counsellor makes a report to Veilig Thuis.
- The confidential counsellor never decides alone whether a report will be made but discusses the case **anonymously** in a multidisciplinary consultation. This consultation involves at least the head of Security, the confidential counsellor and the reporter.



Social Safety, a matter for all of us!

* Domestic violence and child abuse is defined as physical, mental or sexual violence or threat thereof by someone within the domestic circle. The victim's domestic circle includes (ex-)partners, immediate and extended relatives and household friends. In higher education, there is usually no contact with the children of the individual concerned; the employee therefore records any 'parental signs' if the physical or mental condition or other circumstances of a parent/caregiver may threaten the safety or development of the individual's dependent children.