

The confidential counselor is here for you

How does the atmosphere at work feel to you? Do you feel comfortable at work and do you enjoy working with your colleagues? Or do you sometimes have problems with harassment at work? Harassment includes behaviour such as sexual intimidation, aggression, bullying and discrimination. What one person experiences as harassment, another might consider good-natured fun. Such behaviour is a problem if you experience it as undesirable.

If you experience undesirable behaviour, please do not keep it to yourself; talk to someone about it. Harassment can lead to stress and mental and/or physical complaints that can negatively affect you at work and in your private life.

The best solution is of course to speak to the person responsible directly. However, it may be that the person is not aware of the effect of their behaviour on you. Or perhaps you are unsure as to the best way to deal with the problem. In these cases, please feel free to contact the confidential counselor. The confidential counselor can advise you as to the best option in your situation.

What can the confidential counselor do for you?

If you experience unwanted behaviour from another person, then you can come to the GIMD confidential counselor for help and advice. The confidential counselor is independent and looks out for your best interests. The confidential counselor:

- Listens to your story, gives advice and helps you look for ways to stop the undesirable behaviour.
- Discusses possible solutions with you, such as bringing up the subject again, mediation with your supervisor, outside mediation or submitting a complaint to the Undesirable Behaviour Complaint Committee.
- Allows you to make a choice from among these options and supports and supervises you in your choice. He or she will also attend meetings with you if you desire.
- Provides referrals for expert assistance or legal support.

Confidential

Everything you discuss with the confidential counselor is confidential and will remain between the two of you. The confidential counselor will do nothing without your approval. Your organisation's complaint procedure provides a framework for any corrective actions.

Expenses

You will not be charged for a consultation with the confidential counselor. Any expenses will be invoiced anonymously and paid by your organisation, which places a high value on the services of the confidential counselor. Your privacy is guaranteed.

"A burden has been lifted from my shoulders."

"I really feel supported."

"Finally, someone who will listen to me."

"I am back in control of the situation."

"What a relief: I enjoy going to work again."

"Now I can address my colleagues' behaviour directly."

What is undesirable behaviour?

Some examples of undesirable behaviour include:

- You notice that you are never invited to lunch with your colleagues. Or you are never asked to contribute to collections for colleagues.
- You are being bullied. For example, files are deleted from your computer, phone calls are not transferred through or you are regularly given 'dirty work' to do.
- Someone makes sexually tinted comments or touches you without your permission.
- You are discriminated against due to your gender, handicaps, age, sexual preference, ethnicity or religion.
- You are being threatened. Someone yells at you or threatens to hit you.

For more information, see www.gimd.nl.

Counselors:

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