****In February 2023, the ESPhil faculty board published a general statement on social safety that was distributed to all staff and students.

**ESPhil Statement on Social Safety**

At ESPhil we want all our students and employees to feel safe during their studies and in their work, and to commit themselves to securing the social safety of others. This means that we treat each other with respect and keep away from any form of harassment, discrimination or intimidation. It also means that we do not tolerate any transgressive behaviour.

To secure an environment in which everyone may flourish, all our staff and students should be able to feel safe and comfortable both on our faculty floors and on the EUR campus at large. This entails that we collectively contribute to an open culture in which staff and students may feel at home at our faculty and be themselves. It also implies that those in a position of authority and those who supervise others adopt a professional attitude towards their subordinates in the performance of their duties.

In accordance with the KNAW report *Sociale* *Veiligheid in de Nederlandse wetenschap – van papier naar praktijk*, ESPhil will also take the necessary steps to deal with the structural problem of social unsafety by contributing to a cultural change in academia. A first step will be to organise awareness sessions on social safety for all PhD and student supervisors in the Spring of 2023. Next to this, we shall install a Task Force on Social Safety with representatives from all ranks and positions within the ESPhil community in order to draw up a statement on the values that we share, establish specific guidelines for professional behaviour and design procedures to ensure that complaints are handled in a supportive manner.

The ESPhil Board welcomes further ideas for improving social safety at ESPhil and is looking forward to discussing these with our staff and students in order to create a safe, attractive and professional working and study environment for all.