

THE CONFIDENTIAL COUNSELORS OF THE POSTGRADUATE SCHOOL MOLMED

Tasks of the confidential counselors

The confidential counselors will assist in solving problems and conflicts between PhD students and their supervisor(s). In addition they serve as liaisons for PhD students who have been confronted with undesirable behavior. The confidential counselors' task is to reformulate problems by means of contacting and mediation and thus to contribute to resolving these problems.

In addition they can advise the board on their own initiative or by request on taking (preventive) measures to avoid problems in the relationship between PhD students and their supervisor(s), after having heard the Educational and OIO-committees.

Lastly, they can advise the board on steps to be taken in concrete (problem) cases. Initiatives will not be taken, however, until the matter has been discussed with the departmental head.

The confidential counselors do not replace available Erasmus MC procedures to resolve problems, if these are in place.

Procedure

The confidential counselors will hear the person who brings up the problem. They will do so in strict confidentiality. If possible they will have the persons involved resolve their problems themselves; where appropriate under the guidance of the confidential counselor, as in mediation. Both sides are heard if the one who brought up the problem consents to this. If attempts to resolve the problem should fail, the confidential counselor advises the persons involved and if desired the head of the department involved; the latter in the discretion of the confidential counselors, first and foremost considering aspects of confidentiality.

Formal complaints

Formal complaints should be lodged with the staff member designated as such by the Board of Directors of Erasmus MC, i.e. the Director of Research Policy.

Confidentiality

Prudence and confidentiality are key terms in the confidential counselors' approach. They will exercise great caution in dealing with the problems presented to them. The claimant's explicit consent is required when the confidential counselors wish to turn to other persons or bureaus.

Facilities

When requested, the managing director MolMed will facilitate the confidential counselors' activities. They may be offered a training course to prepare them for this task.

Reporting and evaluation

Yearly the confidential counselors will submit an anonymized report to the board, when there were any cases. The board will evaluate the confidential counselors' functioning and findings with the confidential counselors.

The confidential counselors were Prof.dr. Marion de Jong and Prof.dr. Rudi Hendriks. They stopped and are succeeded by:

The new confidential counselors, from 1 January 2017:

Prof.dr. Gerjo van Osch (office Ee-1655C, email-address g.vanosch@erasmusmc.nl; tel. 70 43661)

Prof.dr. Leo Hofland (office Ee-514, email-address l.hofland@erasmusmc.nl; tel. 70 34633)