

# HOW TO RESPOND WHEN YOU SUSPECT TRANSGRESSIVE BEHAVIOUR

Transgressive behaviour includes all possible forms of undesirable behaviour in the workplace and in the learning environment. Specifically, it concerns any form of verbal or physical violence, bullying, unwanted sexual acts, harassment, racism or discrimination.

If you suspect transgressive behaviour, the following step-by-step plan can help you to respond appropriately:

## 1 RAISING THE ISSUE

If you feel comfortable about it, you can first talk to the person you suspect is experiencing this transgressive behaviour.

- Create a safe space and take enough time.
- Explain why you are raising this and ask permission to discuss it. E.g. "Do you mind talking about this in a bit more detail?"
- Tell them you are there to listen and consider possible forms of support, but that you are not a support worker.
- Let the other person speak and listen to them. Take their story seriously and don't trivialise it.

## 2 NEEDS

During the conversation, also consider what is immediately needed.

E.g. Contact family or friends, further support, guidance around the campus, etc.

Make it clear that you don't want to impose anything and that it's up to them to decide what further steps, if any, should be taken.

## 3 REFERRAL

At the end of the conversation, consider together what support is needed and also possible.

For more information, go to: [www.vub.be/welzijn](http://www.vub.be/welzijn)

## TAKE CARE OF YOURSELF

Do you also need support yourself? Then you can contact one of the VUB welfare partners via [www.vub.be/welzijn](http://www.vub.be/welzijn)

### URGENT HELP:

Campus security: 02 629 11 11 (24/24)

### REPORTING TRANSGRESSIVE BEHAVIOUR AND/OR FOR QUESTIONS OR ADDITIONAL INFORMATION:

Meldpunt@vub.be

02 629 15 00

[www.vub.be/yana](http://www.vub.be/yana)

### VUB WELL-BEING SERVICES:

[www.vub.be/welzijn](http://www.vub.be/welzijn)

