



## Work in a safe, social-learning environment

A safe, social-learning environment is the basis for everyone to be able to learn and work with pleasure and effectively, an environment where there is respect for each other's otherness, a place where everybody can use their talent and vitality is stimulated. As part of this policy Wittenborg University of Applied Sciences has appointed Jacqueline Horstman as confidential counsellor.

### Get to know Jacqueline:



After my studies in Management and Organization at Utrecht University, I was co-founder of a health centre, consultant at a counselling and advice agency and owner of a career advice agency.

As a sole proprietor, I missed working together with people and from that desire, Mekander, a new company, was born in 2004.

*Mekander* is a Dutch word for 'together'.

It is about me, the other (ander) and mekander (together).

We guide teams in improving their collaboration. Maintaining a safe working environment is part of the process

My motto is: The 'We' can carry more than the 'I'.

This is also how I see it in my role as confidential counsellor.

As a confidential counsellor I am available should you experience unacceptable behaviour.

### What is unacceptable behaviour?

Unacceptable behaviour is behaviour that makes you feel unsafe, and affects your well-being and your studies. Only you can decide what you regard as unacceptable.

Discrimination, bullying, (sexual) harassment, threats, stalking and gossiping, both online and offline, are all types of unacceptable behaviour. Even if very subtle, it can still have a great impact on your feeling of safety and your pleasure in studying. It can even cause stress and psychological or physical complaints. Please don't keep it to yourself but talk about it.



### **What can you do yourself?**

It is always a good idea to first enter into dialogue about the undesirable behaviour with the other person. They may not be aware of the effect their behaviour is having on you. You can tell them that you experience their behaviour as unwanted, hurtful or even threatening. You can also discuss it with someone you trust, a mentor, a classmate or friend. If this doesn't help or if you would rather not, please contact me.

### **What can I do for you?**

As an independent, confidential counsellor, I help you to look at the situation from a distance. I listen to your story, think along and explore your options. Together we look at how you can improve the situation for yourself or what other actions you can take. This offers you the freedom to decide for yourself whether, and how, to proceed.

In any case, you're in charge! **Everything you discuss is confidential.**

### **How does it work?**

Get in touch by

- E-mail: [jacqueline@mekander.nl](mailto:jacqueline@mekander.nl)
- Phone: 0575-547455

We will schedule an appointment on-line or on location at our office in Zutphen.