The Board of the University of Groningen

In accordance with Article 2.2.d of the Whistleblower Protection Act, and Article 5 of the Sectoral Regulation on reporting suspected malpractice Dutch universities,

DECIDES to establish the Committee 'reporting suspected malpractices at the University of Groningen' subject to the following provisions:

Article 1. Definitions

1. Committee: the independent committee on malpractices, established by the Board of the University, consisting of independent officials as referred to in Article 2.2.d of the Whistleblower Protection Act;
2. Reporter: a natural person who, in the context of work-related activities at the University, reports or discloses a suspected malpractice. This may also be a third party, such as a student at the University;
3. Report: the report of a suspected malpractice under the Sector Regulation on reporting suspected malpractice at Dutch universities;
4. Regulation: The Sectoral Regulation on reporting suspected malpractice Dutch universities.

Article 2. Institution and duties

1. A committee 'reporting suspected malpractices at the University of Groningen' has been established.
2. This Committee is responsible for the following tasks:
    a. Receiving internal reports of suspected malpractices as referred to in Article 3 of the Regulation, either directly or through the central reporting office
    b. Assessing if such reports should be handled by the Committee and, if so, investigating the report and advising the Board of the University on the subject.
3. The Committee fulfils its duties independently and impartially.

Article 3. Composition of the Committee

1. The Committee comprises a chair, two vice chairs, and six members.
2. A report is handled by a chair and two members.
3. The chair and the other members serve in a personal capacity and carry out their duties independently and are not bound by mandate or instructions. They must not hold a position or ancillary position that could conflict with the independent and impartial advice on the complaint, nor may they have held this position three years prior to the report.
4. One of the members of the Committee may be employed by the University, provided that they are functionally independent from the Board of the University and are not part of the organizational unit of the University to which the report relates.

The Committee comprises the following members:

- J.M. (Hans) Groot, chair
- J.P. (Jan) de Jong, member and vice chair
- F.E. (Febe) Deug MMC, member and vice chair
- Dr L.M. (Laurens) Raijmakers, member
- Prof. L. (Leonie) Heres, member
- M.A. (Marjolein) van Dijk-Roep MSc, member

- M.H. (Marleen) Houpt, member
- **The Board of the University may — in accordance with Article 3.4 — decide for each report and depending on the specific expertise required, to appoint an ad hoc member to the Committee**

The Committee receives support from an independent secretary.
In carrying out their duties, the secretary is accountable solely to the chair of the Committee.

Article 4. Appointment

1. The members of the Committee are appointed by the Board of the University for a term of four years and may be reappointed. Ad hoc members are also appointed by the Board of the University.
2. The appointment of a member of the Committee may be terminated by the Board of the University — after the member has been heard — if compelling reasons so warrant.

Article 5. Working method of the Committee

1. The Committee will establish its own protocol setting out their working method and undertakes to work in accordance with the rules laid out in the Regulation.
2. The Committee will draw up a protocol within the meaning of Article 5.1, setting out their investigation method, which will at least stipulate how it provides for the right to be heard, the format of reporting, and the manner in which the confidentiality of information and the protection of personal data are safeguarded.
3. The Committee will determine in the protocol how, in the context of the right to be heard, its findings will be presented to the individuals or bodies that are directly impacted by the findings or who may have valid objections to them.

Article 6. Obtaining information

1. In the performance of its tasks, the Committee is authorized to seek more information, orally and in writing, and for that purpose may directly contact the individuals and bodies and request their cooperation that is reasonably necessary to carry out the investigation.
2. The University will provide the Committee with the requested cooperation and grant access to all the information it requires with due observance of Article 7 of the Regulation.
3. Staff members of the University are required to provide the requested cooperation insofar as it relates to the Committee's mandate.
4. The Committee may call on the assistance of other individuals as far as that is deemed necessary for the fulfilment of its duties.

Article 7. Seat of the Committee

The Committee will carry out its work on a location outside the University.

Article 8. Advice to the Board of the University

1. The Committee will forward the adopted advice to the Board of the University, together with the findings and any recommendations.
2. The Committee will account for its working method in its advice to the Board of the University.
3. The chairs and members of the Committee are exempt from any kind of personal liability, confirmed by separate agreement(s) if necessary, unless there is evidence of gross

negligence or wilful misconduct. This also applies to the Committee as a whole and to the secretariat.

Article 9. Annual Report

Every year, the Committee will draw up an annual report. This report will be sent to the Board of the University. This report will specify the number of processed reports and, anonymously, provide an indication of the nature of the reports and the findings of the investigation.

Article 10. Copy for the involved parties

Every individual involved by the Committee in the handling of a report will receive a copy of this institutional decree.

Article 11 Storage of records

1. The archives of the investigative Committee will be transferred to the archives of the Board of the University two years after the completion of the investigation or upon the dissolution of the Committee.
2. The management of the archives will take place with due observance of the confidentiality requirements indicated by the investigative Committee in its protocol, on which the Committee will make further agreements with the Board of the University.

Article 12. Date of commencement

This Decree will take effect on 15-04-2025.