**About Bezemer & Schubad**

We would like to introduce ourselves to you: we are Bezemer & Schubad.

As an agency Bezemer & Schubad is engaged in prevention *of* and research *into* undesirable behavior in study environments and workplaces. We do this, among other things, by deploying confidential advisers and conducting cultural surveys concerning social safety. We operate completely independent. We believe that our type of work can only be performed in complete independence and we have been doing it this way for more than 25 years.

In the beginning we started out by only researching the theme of sexual harassment in organizations and during this time we contributed to legislation in this area. Later this broadened to include prevention of discrimination, bullying, aggression and violence in organizations. In addition to being a research agency, we are also a training institute for confidential advisers. Every year we train dozens of internal confidential advisers who will perform this function in their organizations. In the Netherlands, we are the largest and longest-established agency with expertise in the field of social safety within organizations.

We are used to working on our assignments in both a national and an international context, with the common denominator being ‘diversity in many areas in the student and employee population’. Many of our assignments are carried out within Colleges and Universities, art and drama academies, museums, European institutions and larger international companies. At the same time, we also understand that students or employees of an organization where we are going to work might wonder whether we have enough eye for the great diversity within and the specific profile of their institute. We are aware that these questions also exist within the KABK and we will keep paying attention to them. We will do that in every conversation.

After all, in the situation of the KABK, it is of indispensable importance that we hear from students and staff how they experience the culture at the Academy. And that we hear about experiences of intimidation, sexual harassment, bullying, discrimination and aggression and violence or other forms of social insecurity that you experience.

So, what do we exactly mean by this? For example… You are being belittled, someone uses their power to influence you, you feel that it is not smart to speak up, you are clearly judged on your appearance, orientation or origin, you are touched or approached undesirably, someone sends you annoying or inappropriate texts and you are not sure how to respond to this, or you will be excluded because you do not accept proposals. You may not know where to discuss or report this. Or you do not trust the available hotlines, or do not trust them enough. Because of this you feel powerless.

Our research will cover all of these issues. And for this we need you. Researchers from Bezemer & Schubad will want to speak with the widest possible representation of students, teachers and other employees. These researchers have a great deal of expertise and are used to conducting research in such a diverse context as that of the KABK.

Participation can be done on a completely anonymous basis. Every participant in this research must feel heard and feel more than 100% safe to participate. Bezemer & Schubad will set up the preconditions to secure this.

As a result of all these conversations, Bezemer & Schubad will analyze what exactly is going on. And based on our expertise, we will provide recommendations on what needs to be structurally changed within the KABK.