

Traffic Light Model: Target Groups and Responsibilities



Advice and support

- Information
- First advice
- Empowerment
- Low-threshold solutions

For employees

- Line manager
- HR manager
- Trained persons of trust¹

For students and participants in continuing education programmes

- Director of Studies
- Lecturer
- Trained persons of trust¹

¹ The 10 FHNW-wide confidential advisors are legally bound by confidentiality.



Interventions

- Conversations with the involved parties
- Solutions and clarifications
- Corrective measures (Directives and instructions)
- Supporting HR managers/ persons of trust/MOM/ employee associations

For employees

- Line manager

For students and participants in continuing education programmes

- Degree/Institute/Programme manager



Formal procedure

- Decision based on investigation
- Measures
- Unclear facts: Request for a formal investigation by an external specialist

For employees

- Line manager upon decision based on a formal investigation
- Director
- Vice President
- Secretary General

For students and participants in continuing education programmes

- Programme Director upon decision based on a formal investigation
- Director