



FACTSHEET WORKING METHOD DANTES EXTERNAL FACT-FINDING/INTEGRITY INVESTIGATIONS

GENERAL

Dantes has the expertise and authority to investigate reports of transgressive and concerning behaviour as an independent party.

As experienced research psychologists, we are able to investigate reports of threats, stalking, intimidation, abuse of power and other forms of harassment, including sexual harassment. In practice, we work closely with lawyers for the possible employment and criminal aspects of such investigations.

In addition to the fact-finding, which often has a person-oriented approach, we advise various organizations in case of deviant behavior that may be harmful to people, resources and the reputation of the organization. In addition to investigating specific incidents, we therefore also focus on the *root cause* problem of concerning behaviour. This is particularly important in socially unsafe environments where there is fear and reluctance to report and there is a general dysfunction. It gives the organization insight into which immediate measures to restore and prevent recurrence is needed. In *root cause* problems, we always investigate the relationship between personal, situational and systemic factors that contribute to the concerning behaviour.

For each assignment, we make clear agreements with the client in advance about the purpose, scope, duration and questions of the research; what resources we use and how we guarantee confidentiality and care. We always report in writing.

HOW DOES A STUDY WORK?

An investigation often starts on the basis of reports or signals of concerning and/or worrying behaviour. These reports are inventoried and then a research plan is drawn up. It is important that relevant stakeholders in an organization join at an early stage. The principle of *need to know* applies here about how many people involved are needed.

A careful examination requires an adversarial hearing. At the beginning of an investigation, it is therefore not always clear where it goes and where it ends. Sometimes facts come to the surface that make it necessary to do further research. In other cases, views emerge in the rebuttal phase that can considerably nuance the seriousness and extent or tilt the picture.

In order to prevent a study from going too far outside the scope of the objective, we think it is important to regularly communicate about the state of affairs in the research. This is for reasons of cost and expectation management. We do, however, reserve the right to formulate the objective as carefully as possible in order to avoid dealing with the objective instrumentally. The facts are sometimes unruly to establish and justice must be done to the interests of all parties. We conduct independent research and finding the truth is paramount. In our research approach, interviews are almost always recorded auditory and reporting takes place that is submitted to the parties involved for approval.

LEAD TIME RESEARCH



With every fact-finding investigation, there is a tension between care and speed. That is also often part of a conversation with the client in advance. We do not make unrealistic statements and try to reflect as well as possible how the investigation usually proceeds. We also communicate this to the client.

We have been able to carry out many special studies over the years. Especially the studies where there seems to be a deviation in the personality of an accused are the kind of studies where we have advised a lot. In addition to the factual legal side, there is also a care and safety side where it is important to come to good advice to the organization.