

Sunday, February 11, 2024 at 19:04:43 Central European Standard Time

**Subject:** Re: Serious Mobbing Happening at EPFL (École Polytechnique Fédérale de Lausanne) in Switzerland  
**Date:** Sunday, February 11, 2024 at 09:58:50 Central European Standard Time  
**From:** Haoqian Zhang  
**To:** Respect  
**CC:** Emmanuel Noyer, Présidence, haoqian.zhang.me@gmail.com  
**Attachments:** [REDACTED]

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**From:** Haoqian Zhang <[haoqian.zhang@epfl.ch](mailto:haoqian.zhang@epfl.ch)>

**Date:** Sunday, February 11, 2024 at 09:55

**To:** Respect <[respect@epfl.ch](mailto:respect@epfl.ch)>

**Cc:** DPO <[dpo@epfl.ch](mailto:dpo@epfl.ch)>, Emmanuel Noyer <[emmanuel.noyer@epfl.ch](mailto:emmanuel.noyer@epfl.ch)>, Présidence <[presidence@epfl.ch](mailto:presidence@epfl.ch)>, "[president@ethz.ch](mailto:president@ethz.ch)" <[president@ethz.ch](mailto:president@ethz.ch)>, "[martin.daellenbach@ethrat.ch](mailto:martin.daellenbach@ethrat.ch)" <[martin.daellenbach@ethrat.ch](mailto:martin.daellenbach@ethrat.ch)>, "[info@gs-wbf.admin.ch](mailto:info@gs-wbf.admin.ch)" <[info@gs-wbf.admin.ch](mailto:info@gs-wbf.admin.ch)>, "[medias@rts.ch](mailto:medias@rts.ch)" <[medias@rts.ch](mailto:medias@rts.ch)>, "[rtsinfo-vaud@rts.ch](mailto:rtsinfo-vaud@rts.ch)" <[rtsinfo-vaud@rts.ch](mailto:rtsinfo-vaud@rts.ch)>, "[web@20minutes.ch](mailto:web@20minutes.ch)" <[web@20minutes.ch](mailto:web@20minutes.ch)>, "[redaktion@chmedia.ch](mailto:redaktion@chmedia.ch)" <[redaktion@chmedia.ch](mailto:redaktion@chmedia.ch)>, "[aboservice@chmedia.ch](mailto:aboservice@chmedia.ch)" <[aboservice@chmedia.ch](mailto:aboservice@chmedia.ch)>, "[haveyoursay@bbc.co.uk](mailto:haveyoursay@bbc.co.uk)" <[haveyoursay@bbc.co.uk](mailto:haveyoursay@bbc.co.uk)>, "[nytnews@nytimes.com](mailto:nytnews@nytimes.com)" <[nytnews@nytimes.com](mailto:nytnews@nytimes.com)>, "[claudio.ansermoz@24heures.ch](mailto:claudio.ansermoz@24heures.ch)" <[claudio.ansermoz@24heures.ch](mailto:claudio.ansermoz@24heures.ch)>, "[julien.deweck@bilan.ch](mailto:julien.deweck@bilan.ch)" <[julien.deweck@bilan.ch](mailto:julien.deweck@bilan.ch)>, "[marcel.rohr@tamedia.ch](mailto:marcel.rohr@tamedia.ch)" <[marcel.rohr@tamedia.ch](mailto:marcel.rohr@tamedia.ch)>, "[simon.baertschi@tamedia.ch](mailto:simon.baertschi@tamedia.ch)" <[simon.baertschi@tamedia.ch](mailto:simon.baertschi@tamedia.ch)>, "[isabelle.jacobi@tamedia.ch](mailto:isabelle.jacobi@tamedia.ch)" <[isabelle.jacobi@tamedia.ch](mailto:isabelle.jacobi@tamedia.ch)>, "[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)" <[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)>, "[jan.schwalbe@tamedia.ch](mailto:jan.schwalbe@tamedia.ch)" <[jan.schwalbe@tamedia.ch](mailto:jan.schwalbe@tamedia.ch)>, "[daniel.dunkel@schweizerfamilie.ch](mailto:daniel.dunkel@schweizerfamilie.ch)" <[daniel.dunkel@schweizerfamilie.ch](mailto:daniel.dunkel@schweizerfamilie.ch)>, "[arthur.rutishauser@tamedia.ch](mailto:arthur.rutishauser@tamedia.ch)" <[arthur.rutishauser@tamedia.ch](mailto:arthur.rutishauser@tamedia.ch)>, "[raphaela.birrer@tamedia.ch](mailto:raphaela.birrer@tamedia.ch)" <[raphaela.birrer@tamedia.ch](mailto:raphaela.birrer@tamedia.ch)>, "[frederic.julliard@tdg.ch](mailto:frederic.julliard@tdg.ch)" <[frederic.julliard@tdg.ch](mailto:frederic.julliard@tdg.ch)>, "[tvtaeglich@we-tv.de](mailto:tvtaeglich@we-tv.de)" <[tvtaeglich@we-tv.de](mailto:tvtaeglich@we-tv.de)>, "[priska.amstutz@tages-anzeiger.ch](mailto:priska.amstutz@tages-anzeiger.ch)" <[priska.amstutz@tages-anzeiger.ch](mailto:priska.amstutz@tages-anzeiger.ch)>, "[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)" <[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)>, "[frederic.julliard@tdg.ch](mailto:frederic.julliard@tdg.ch)" <[frederic.julliard@tdg.ch](mailto:frederic.julliard@tdg.ch)>, "[sylvie.guerreiro@tribunedesarts.ch](mailto:sylvie.guerreiro@tribunedesarts.ch)" <[sylvie.guerreiro@tribunedesarts.ch](mailto:sylvie.guerreiro@tribunedesarts.ch)>, "[stefan.geissbuehler@thunertagblatt.ch](mailto:stefan.geissbuehler@thunertagblatt.ch)" <[stefan.geissbuehler@thunertagblatt.ch](mailto:stefan.geissbuehler@thunertagblatt.ch)>, "[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)" <[benjamin.geiger@zsz.ch](mailto:benjamin.geiger@zsz.ch)>, "[raphaela.birrer@tamedia.ch](mailto:raphaela.birrer@tamedia.ch)" <[raphaela.birrer@tamedia.ch](mailto:raphaela.birrer@tamedia.ch)>, "[redaktion@beobachter.ch](mailto:redaktion@beobachter.ch)"

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**Subject:** Serious Mobbing Happening at EPFL (École Polytechnique Fédérale de Lausanne) in Switzerland

Dear Respect Compliance Office,

I am Haoqian Zhang, a PhD student at EPFL enrolled in 2019. I believe I am suffering serious mobbing situations. Although I am a foreign student, I strongly believe that Swiss employee laws should equally protect me.

Let me briefly introduce what happens to me:

On 22 Jan 2024, I had a meeting with the director of my doctoral program (also former vice-president at EPFL). He gave me a warning in the presence of the coordinator of my doctoral program. However, I was not informed of what I did wrong before and during the meeting. Until now, I still do not understand why I received the warning.

On 24 Jan 2024 and 25 Jan 2024, I received two emails from my lab manager with serious accusations, including “fraudulent behavior towards our funding bodies” and failure to “uphold the basic responsibilities expected of you as an EPFL employee”. I strongly disagree with those accusations, and I increasingly feel that this is a serious personal attack due to a conflict of interest: he has a company outside of EPFL, and half of the company's employees were students from the previous semester projects he led, and I had refused to co-supervise those projects.

On 30 Jan 2024, I had a meeting with our HR. I had asked for a session hoping to explain from my perspective. However, not only I was not able to say all I wanted to say, but also could not submit paper proofs that could suggest I am innocent. Instead, I felt like I was in a court being charged.

I believe this incident has seriously ruined my understanding of justice, damaged my reputation, harmed my mental health, and completely affected my research work. Thus, I request the following:

- (1) The written explanation from the director of my doctoral program of why he gave me the warning and what I did wrong.
- (2) The written explanation of each accusation from the two emails sent by my lab manager and all the proofs regarding each of the accusations.
- (3) The recording (video and audio) and notes from the meeting with HR, based on my rights (<https://www.epfl.ch/about/presidency/presidents-team/legal-affairs/epfl-privacy-policy/your-rights/>).

I also need:

- (1) Independent legal support.
- (2) Independent psychological support.

I strongly demand **an independent investigation** of this incident. I had no idea what was going to happen to me after this email. But I firmly believe that Swiss law can help me. I believe in justice, and I need justice. Thank you very much in advance for your attention.

Best,

Haoqian Zhang

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Haoqian Zhang

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