

Willy Brandt School of Public Policy at the University of Erfurt

Code of Conduct

as of June 2020

Preamble

The Willy Brandt School of Public Policy at the University of Erfurt (Brandt School) strive to provide all students, employees, and guests with a conducive academic, working and living environment that allows them freedom of thought and expression and to make full use of their potential. This environment shall be marked by the highest standards of academic excellence and integrity as well as mutual respect for the dignity and freedoms of each individual.

To achieve this goal, students and employees of the Brandt School (the “Brandt School community”) agree to comply with the following code of conduct while actively engaged with the School and as alumni of the School.

Values

The common values of the Brandt School community are academic excellence and honesty, freedom of research and in teaching, respect for individual dignity and fairness. It is at the core of our beliefs at the Brandt School that diversity is a key factor for success and fruitful cooperation as well as for mutual learning.

Code of Conduct

General Behavior

No one may be discriminated against or disrespected on grounds of their gender, ethnic or social origin, outward appearance, disability, age, sexual orientation or identity, religion, as well as ideology or political opinion compatible with the values of the Brandt School Community.

Although the general working language at the Brandt School is English, it is not the native language for most of our community, and thinking and speaking styles differ. Communication shall be performed with care, sensibility and sympathy.

Any form of unwanted physical contact is to be avoided. Our students come from diverse cultural backgrounds, and cultural codes for physical contact vary greatly. Always ask before physical contact. The same holds true for any kind of sexual behavior. Sexual interaction is only appropriate after asking and after active consent by all parties involved. Consent is an affirmative nonverbal act or verbal statement expressing consent to sexual activity by a person that is informed, freely given and mutually understood. Inappropriate gender-based or sexual behavior and sexual harassment, be it physical or verbal, affecting the dignity of an individual, is unacceptable and will face consequences, as pointed out below.

All members of the Brandt School community must comply with the laws of the Federal Republic of Germany, the State of Thuringia, and the City of Erfurt, where applicable.

Academic Behavior

All provisions of the “Academic Code of Honor of the Willy Brandt School of Public Policy” apply.

Code of Conduct

Use of Brandt School / University Resources

Employees, students, and guests of the Brandt School are obliged to handle equipment, facilities, and financial means of the School or University of Erfurt, respectively, with great care, economically sensitive and to the benefit of the whole community.

Concluding Provisions

The Brandt School or the University of Erfurt will deal with any violations of this code of conduct immediately. Anybody experiencing or noticing such a violation should report it to the Brandt School or directly to the complaint points of the university as spelled out in the [“Guideline for the Protection from Discrimination, Harassment and Violence”](#)¹. The university’s [Equal Opportunities Office](#)² offers anonymous first counseling in German and English.

Violations of this code of conduct are sanctioned through the [Thuringian Law on Academia \(ThürHG, §76\)](#)³, the university’s “Guideline for the Protection from Discrimination, Harassment and Violence”, the university’s [examination regulations for Master’s programs](#)⁴ (M-RPO-2019, §§14, 25), the [Examination and Study Rules of the Master of Public Policy](#)⁵ (M-PO-Pub, §§ 17, 28), and, where applicable, the [Criminal Code](#)⁶, the [General Act on Equal Treatment](#)⁷, as well as [Articles 1 \(Human dignity\)](#)⁸ and [3 \(Equality before the law\)](#)⁹ of the Constitution of the Federal Republic of Germany.

¹ https://www.uni-erfurt.de/fileadmin/Hauptseiten/Universitaet/Richtlinie_AGG_Universitaet_Erfurt.pdf

² <https://www.uni-erfurt.de/gleichstellungsbeauftragte/>

³ <http://landesrecht.thueringen.de/jportal/?quelle=jlink&query=HSchulG+TH&psml=bsthueprod.psml&max=true>

⁴ https://sulwww.uni-erfurt.de/pruefungsangelegenheiten/pruefungsordnungen/M_2018/M_RPO_2019__2019-06-28.pdf

⁵ <https://www.brandtschool.de/master-program/rules-and-regulations/>

⁶ https://www.gesetze-im-internet.de/englisch_stgb/englisch_stgb.html

⁷ https://www.gesetze-im-internet.de/englisch_agg/index.html

⁸ https://www.gesetze-im-internet.de/englisch_gg/englisch_gg.html#p0019

⁹ https://www.gesetze-im-internet.de/englisch_gg/englisch_gg.html#p0026

Code of Conduct

Protection against discrimination is codified in international treaties, inter alia [Article 2 of the Universal Declaration of Human Rights \(UDHR\)¹⁰](#), [Articles 2 and 3 of the International Covenant on Economic, Social and Cultural Rights¹¹](#), the [International Convention on the Elimination of All Forms of Racial Discrimination¹²](#) (GA Resolution 2106A XX), [Articles 2 and 26 of the International Covenant on Civil and Political Rights¹³](#) and [Article 14 of the European Convention on Human Rights¹⁴](#). The German legislator has recognized these and other international agreements as legally binding.

The items named in this code of conduct are not exhaustive and we trust on each other's good judgment and critical reflection.

¹⁰ <https://www.un.org/en/universal-declaration-human-rights/index.html>

¹¹ <https://www.ohchr.org/EN/professionalinterest/pages/cescr.aspx>

¹² https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-2&chapter=4&clang=_en

¹³ <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx>

¹⁴ https://www.echr.coe.int/Documents/Convention_ENG.pdf



Code of Conduct

Student Declaration

I hereby commit myself to uphold the principles and values laid out in the Code of Conduct of the Willy Brandt School of Public Policy at the University of Erfurt.

I will honor the Code of Conduct during my time at the Brandt School and, to do justice to the fact that I will become an ambassador to the School's mission after leaving the program, I promise that I will follow the Code's guidelines also in my future personal and professional life.

Full name (in block letters): _____

Place and date: _____

Signature: _____