

## **Willy Brandt School of Public Policy at the University of Erfurt**

# **Code of Conduct**

as of September 2025

### **Preamble**

The Willy Brandt School of Public Policy at the University of Erfurt (Brandt School) strives 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, race, 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 empathy.

Any form of unwanted physical contact is to be avoided. We 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 approval 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](#)”<sup>1</sup>. The university’s [Equal Opportunities Office](#)<sup>2</sup> offers anonymous first counseling in German and English.

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

---

<sup>1</sup> [https://www.uni-erfurt.de/fileadmin/Hauptseiten/Universitaet/Richtlinie\\_AGG\\_Universitaet\\_Erfurt.pdf](https://www.uni-erfurt.de/fileadmin/Hauptseiten/Universitaet/Richtlinie_AGG_Universitaet_Erfurt.pdf)

<sup>2</sup> <https://www.uni-erfurt.de/en/university/organisation/representative/equal-opportunity-officers>

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

<sup>4</sup> See: <https://www.brandtschool.de/master-program/rules-and-regulations/>

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

<sup>6</sup> [https://www.gesetze-im-internet.de/englisch\\_stgb/englisch\\_stgb.html](https://www.gesetze-im-internet.de/englisch_stgb/englisch_stgb.html)

<sup>7</sup> [https://www.gesetze-im-internet.de/englisch\\_agg/index.html](https://www.gesetze-im-internet.de/englisch_agg/index.html)

<sup>8</sup> [https://www.gesetze-im-internet.de/englisch\\_gg/englisch\\_gg.html#p0019](https://www.gesetze-im-internet.de/englisch_gg/englisch_gg.html#p0019)

<sup>9</sup> [https://www.gesetze-im-internet.de/englisch\\_gg/englisch\\_gg.html#p0026](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 \(UDHR\)](#)<sup>10</sup>, [Articles 2 and 3 of the International Covenant on Economic, Social and Cultural Rights](#)<sup>11</sup>, the [International Convention on the Elimination of All Forms of Racial Discrimination](#)<sup>12</sup> (GA Resolution 2106 (XX)), [Articles 2 and 26 of the International Covenant on Civil and Political Rights](#)<sup>13</sup> and [Article 14 of the European Convention on Human Rights](#)<sup>14</sup>. 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.

---

<sup>10</sup> <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

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

<sup>12</sup> [https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg\\_no=IV-2&chapter=4&clang=\\_en](https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-2&chapter=4&clang=_en)

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

<sup>14</sup> [https://www.echr.coe.int/Documents/Convention\\_ENG.pdf](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: \_\_\_\_\_