

Code of Conduct for the Faculty of Architecture and Urbanism at the Bauhaus-Universität Weimar

PREAMBLE

The Bauhaus-Universität Weimar is a social space in which people with different backgrounds and experiences come together. At the Faculty of Architecture and Urbanism, we are mutually responsible for one another and are committed to respecting and supporting each other. The Bauhaus-Universität Weimar firmly opposes all forms of discrimination and is actively committed to ensuring that no person is disadvantaged. We have zero tolerance for any form of harassment (sexual or otherwise), violence, bullying and/or abuse of power.

OBJECTIVE

The Code of Conduct obliges all students, lecturers, researchers, staff and guests of the Bauhaus-Universität Weimar to treat each other respectfully, considerately and appreciatively. Together, we aim to ensure that all members and affiliates of the University are able to study, research, work and express creativity in an atmosphere that is free of fear, violence and discrimination. To achieve this, we consider the following eight principles as fundamental:

1. | Ensuring a respectful and fair culture of communication and conflict resolution

- In all forms of communication, it is of paramount importance that a kind, polite and respectful approach is taken.
- Potential conflicts are dealt with objectively and with the aim of finding a fair solution, if necessary with the involvement of third party mediators and other neutral persons.
- At the Bauhaus-Universität Weimar, we work together to ensure that nobody is exploited or taken advantage of – irrespective of their role or function.
- We do not tolerate any behaviour that could violate the dignity of any person during study or work. This includes, but is not limited to, sexist/discriminatory jokes; inappropriate, humiliating or derogatory remarks and behaviour; and displaying or distributing pornographic material. Non-consensual physical contact or the exploitation of relationships involving an element of dependence also are not tolerated.

2. | Safeguarding equal opportunity for students

- The Faculty of Architecture and Urbanism is committed to creating an environment that promotes diversity and inclusion. This includes ensuring that all members of the University have equal access to educational and career opportunities – irrespective of gender, ethnicity, religion and other aspects of personhood.
- We recognise that differences exist with regard to material and financial resources – particularly among our student community – and we actively strive to promote equal opportunity. To this end, we offer various forms of support and financial assistance (e.g. scholarships). Differences in financial resources are particularly visible in model and exhibition construction. Assessment and evaluation is thus based exclusively on overall quality and is independent of financial resources.
- To ensure equal access to University events and projects, the Faculty of Architecture and Urbanism is committed to using transparent, comprehensible and fair selection and evaluation criteria.

3. | Promoting self-determined and independent individuals

- At the Faculty of Architecture and Urbanism, we ascribe great importance to developing independent individuals and consider this an essential component of our commitment to artistic, scientific and educational training. This includes independence in all areas, with the autonomy to make decisions both individually and collectively.
- The Faculty adheres to the principles of fairness, tolerance and solidarity. This is to ensure that every member of our University community has the opportunity to succeed and perform well in academic, teaching/learning and professional activities.

4. | Professional conduct

- The Faculty of Architecture and Urbanism is distinguished by its specific teaching and learning formats – such as individual project-related consultations – which involve specific hierarchical and trust-based relationships. This enables high-quality work but at the same time engenders the risk of abuse of relationships in which elements of dependence are present. Our aim is to create a work and study environment that prioritises the protection of personal rights and mutual respect.

- We are responsible for constantly reflecting on physical and psychological proximity-distance relationships in teaching, research, artistic practice and administration.
- Teaching preferably takes place on Bauhaus-Universität Weimar premises. Supervision situations fundamentally are not to take place in private spaces, bars, pubs or similar.
- Communication channels are defined transparently. Communication generally takes place via university email addresses and not via private telephone numbers, e-mail addresses or messenger services.
- The Faculty promotes communication in observance of respectful proximity-distance relationships in order to avoid discrimination and potential violations of boundaries. Orientation discussions between instructors and students can contribute to this.
- The Bauhaus-Universität Weimar strives to be a non-discriminatory institution in which artistic, scientific and educational diversity is recognised and supported. We do not accept discrimination on the basis of personal characteristics such as ethnicity, racial or cultural attributes, gender, age, language, social status, lifestyle, religious or political beliefs, sexual orientation, gender identity, illness, disability or professional status. Diversity enriches our university and enhances the quality of art and science.
- We are especially mindful of any form of degradation, exclusion or marginalisation of individuals and artistic expressions. We are committed to taking action against discriminatory behaviour, harassment and violations of personal rights.
- Bullying has no place at the Faculty of Architecture and Urbanism. Any behaviour which aims to discredit, isolate or ostracise others is unacceptable. This also includes intentional humiliation, denial of information and unjustified/non-objective criticism.
- Threats and violence are not tolerated. Any actions intended to attack, threaten or injure others during study, teaching or work are unacceptable, regardless of whether such actions are verbal or physical in nature. Harassment or stalking of any person is not tolerated at the Bauhaus-Universität Weimar.
- In case of events in which participants come from different hierarchical levels/member groups or are involved in dependency relationships, an awareness concept must be implemented. For large events, this would require the presence of an Awareness Team, for example.

5. | Providing a fear-free and non-discriminatory environment

6. | Safeguarding scientific integrity

- We ascribe great importance to constructive, honest collaboration with integrity. All steps, data and findings of scientific investigations are documented. We transparently identify what work is our own and what is the work of others – all sources are correctly and accurately cited.

7. | Approach to intoxicants and substances

- Statutory provisions concerning intoxicants and substances, including legal and organisational framework conditions for serving alcohol, must be observed at all times.
- At Faculty events where alcohol is served and/or consumed, a responsible approach to alcohol is expected. It is important to respect the boundaries and wishes of others, without exception. In addition to alcoholic drinks, non-alcoholic drinks (0.00%) are always to be offered. Care is taken to ensure nobody consumes alcohol unintentionally or against their will.

8. | Support services and reporting centres

- For any cases of experienced or observed discrimination and/or boundary violations, the Bauhaus-Universität Weimar communicates low-threshold offers for contact points and trust centres as well as contact persons (Equal Opportunity Officer and representatives; anonymous mailbox at the Equal Opportunity Office). Additional information and training programmes are available for all members of the university.

The Faculty of Architecture and Urbanism fosters a culture of active observation and advocacy of the values and principles described herein and expects compliance from its members.

Legal Notice

Publisher:

Bauhaus-Universität Weimar
Faculty of Architecture and Urbanism
Decentralised Equal Opportunity Work Group

Issued:

January 2024