

Code of Conduct

Respect is smart

“We, the members and affiliates of the University of Applied Forest Sciences Rottenburg, are aware of our social and personal responsibility and therefore adopt this Code of Conduct as a voluntary commitment. It is our guideline for respectful behaviour in our day-to-day interactions with one another.”

Diversity lived in practice

We regard lived diversity as an enrichment. We respect all people regardless of status, gender, origin, skin colour, religion, belief, age, physical or mental impairment, or sexual orientation, and we support different life circumstances and ways of living.

We are committed to putting equality into practice at our university in order to ensure genuine equality of opportunity and equal participation in research, teaching, study and continuing education.

A culture of fair communication and conflict resolution

We treat one another openly and respectfully and communicate fairly and as partners in all areas of our university – irrespective of status or group affiliation. Freedom of expression is an important part of our university culture. We communicate with mutual appreciation, tolerance and transparency, and we resolve conflicts objectively and constructively.

Integrity in academic practice

We are committed to honesty and integrity as a paramount principle of academic work. In our actions, we follow the rules of good academic practice in accordance with our own statutes and on the basis of the relevant guidelines of the German Research Foundation (DFG).

Inappropriate behaviour and discrimination

In particular, we do not tolerate the following forms of behaviour at the University of Applied Forest Sciences Rottenburg:

- **Sexual harassment and sexualised discrimination** – this includes verbal, non-verbal or physical behaviour of a sexual nature or with sexual undertones, whether in the course of studies or at the workplace, which is intrusive, offensive, demeaning or humiliating and is therefore unwelcome.
- **Bullying** – an act that undermines a person's dignity by deliberately and systematically hurting, belittling, isolating and excluding them.
- **Threats and violence** – acts by which other people are attacked, threatened or harmed psychologically or physically during their studies or at work.

We stand by those affected!

We are committed to helping those affected unreservedly and by all available means, and to taking proactive action against inappropriate behaviour and discrimination. Above all, those who hold responsibility in managerial and leadership positions have a duty to act.

Our contact persons for support and assistance can be found here:

<https://www.hs-rottenburg.net/hochschule/einrichtungen-der-hfr/gleichstellung-und-chancengleichheit/ansprechpersonen/>

Adopted by the Rectorate and the Senate of the University of Applied Forest Sciences Rottenburg on 26 April 2024