

Stand up
for respect!

The Respect Code of Conduct



The Respect Code of Conduct – ETH Zurich

Dear ETH members

ETH is one of the world's leading universities. Our international reputation is also built on our diversity: people from different cultural backgrounds and in many varied roles come together to research, study, work and socialise in an environment where they can perform at their best. They can only achieve this in a culture of mutual respect. Lack of respect, discrimination, bullying, threats, harassment of any kind, or even physical violence, have no place in our university.

I am counting on all ETH members to embrace these principles in their daily work and, in doing so, further strengthen our community. This also requires being vigilant and not looking the other way—and if necessary even finding the courage to actively challenge and take

action against inappropriate behaviour. Senior personnel have a responsible role to play here. As role models, I expect them to take special care to ensure their conduct is always respectful.

This Code of Conduct acts as a guideline for how members of our community should treat each other and highlights the values that we stand for.

Thank you for supporting our campaign.

The President, Joël Mesot
The Executive Board of ETH Zurich

Dealing with inappropriate behaviour

ETH Zurich encourages its staff and students not to tolerate inappropriate behaviour and to take firm action against it. If those affected by, or witnessing, such behaviour are in a position to do so, they should make it absolutely clear to the person in question that they find their behaviour inappropriate and unacceptable.

ETH Zurich has a number of contacts ready to provide staff and students with advice and support. They can explain the available options and if necessary refer those affected to the ETH specialist units (see last page for details).

Any staff member or student witnessing or personally experiencing inappropriate behaviour can

seek advice from one of ETH Zurich's specialist units, especially if a direct appeal fails to stop the inappropriate behaviour. All matters will be treated in confidence. Our specialists will help you to clarify the situation, to consult other internal specialists if necessary and to decide what further steps need to be taken.

More information on the relevant issues and a list of contacts can be found here:

www.ethz.ch/respect

Any infringement of this Code of Conduct will result in disciplinary measures or formal action being taken in accordance with employment regulations.

Our principles

At ETH Zurich, we treat each other professionally and with mutual respect. We all share responsibility for this: professors, students, lecturers, as well as scientific, administrative and technical staff, and academic guests.

+ Respect and responsibility

We foster a responsible and supportive environment where people treat each other respectfully regardless of their function, origin, education, religion, beliefs, physical ability, gender, sexual orientation or gender identity. If these values are disregarded, we will take action. We work together to ensure that all persons - regardless of their role and function - behave in a professional and role-appropriate manner during work and that (hierarchical) relationships involving dependency are not exploited to the detriment of another person.

+ Open and fair communication, conflict resolution

We communicate openly with each other in a spirit of goodwill. Conflicts are resolved in a fair and objective manner to produce an effective solution. Our culture is built on trust and we welcome constructive criticism. We support an open management culture based on dialogue.

+ Honesty and integrity

We work together in a constructive and honest fashion, where personal integrity is key. The methods, data, workflows and results of our scientific research are documented truthfully. A clear distinction is always made between our own work and the work of others. Young researchers are encouraged and promoted in a responsible manner.

Inappropriate behaviour

ETH Zurich does not tolerate the following behaviour, in particular:

- Discrimination

Discrimination of people because of actual, attributed or group-specific characteristics such as nationality; ethnic origin; gender; age; language; social status; lifestyle; religious, ideological or political views; sexual orientation and gender identity; physical, intellectual or psychological impairment; or professional status.

- Sexual harassment

Any behaviour that adversely affects the dignity of persons studying or working at the university. This includes sexist jokes; suggestive, disparaging or contemptuous remarks or actions; displaying or disseminating pornographic material; undesired physical contact or the exploitation of a dependent relationship.

- Bullying

Bullying involves regular and systematic harassment over an extended period with the aim of discrediting, isolating or socially excluding a person or gradually driving them out of their job or study programme. Examples include put-downs and exclusion, withholding information, assignment of humiliating tasks and unjustified criticism.

- Threats and violence

Actions through which other people are assaulted, threatened, or physically or psychologically harmed during the course of their studies or work. These include verbal and non-verbal insults, humiliation, threats and abuse, social exclusion or the deliberate and persistent stalking or harassment of a person.

If you personally experience or are affected by inappropriate behaviour, do not hesitate to contact the following ETH specialist units for advice and support:

Contact and advice services (all ETH-members)

Ombudspersons of ETH Zurich

Topics: support in the event of difficulties at work and in studies, and other
Website

Internal advice and conciliation service respect

Topics: conflicts, bullying, harassment, discrimination
+41 44 632 20 38
respekt@ethz.ch
Website

External advice and conciliation service respect

Topics: conflicts, bullying, harassment, discrimination
+41 44 450 10 16
info@fachstelle-mobbing.ch
Website

Reporting office conflict management

Topic: filing a formal report in case of inappropriate behavior
meldestelle-konfliktmanagement@ethz.ch
Website

Safety, security, health & environment department (SSHE)

Topics: threats and violence
+41 44 632 30 30
threatmanagement@ethz.ch
Website

Alternative contacts (ETH members by target group)

Human Resources (employees)
www.ethz.ch > Consulting & Coaching

Consulting und Coaching Student Services (students)

www.ethz.ch/students > Beratung & Coaching

University Groups:

Lecturers' Conference (lecturers/professors)

www.ethz.ch > Lecturer's Conference

AVETH Counseling (scientific staff)

www.aveth.ethz.ch

Staff Commission of ETH Zurich (employees)

www.ethz.ch/peko

VSETH (students)

www.vseth.ethz.ch

Further contacts:

All contacts can be found at:
www.ethz.ch/respekt

ETH Zurich encourages its staff and students not to tolerate any infringements of this Code of Conduct and to actively support its principles. Further information about respectful culture can be found at www.ethz.ch/respekt. For the procedures to be followed in the event of misconduct, please refer to "[Regulations on the reporting by ETH Zurich members of inappropriate behaviour](#)".