

# Support for inappropriate behaviour and conflicts

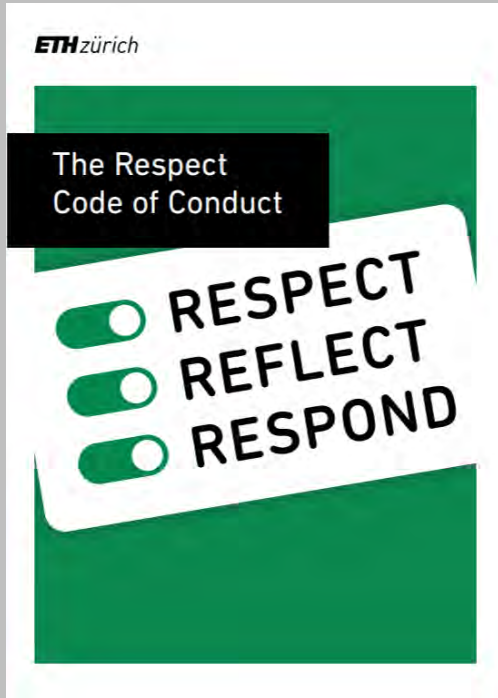
Simone Pilller | Respect Office

VPPL | Diversity & Collaboration

RESPECT  
 REFLECT  
 RESPOND

[ETHZ.CH/RESPECT](https://ethz.ch/respect)

# How we collaborate at ETH



- Respect and responsibility
- Open and fair communication, conflict resolution
- Integrity and honesty

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- Discrimination
- Sexual harassment
- Bullying
- Threats, stalking and violence

# Where to turn to if ...

... I'm in a situation involving conflict or respect issues\* and looking for options.

## RESPECT OFFICE

### What

Confidential guidance; available to all ETH Zurich members

### Goal

To empower individual decision on the next step

### How

1:1 Coaching and counseling

... I want to resolve a conflict or respect issues\* with my supervisor, my peer or in the team.

## CLARIFICATION OFFICE

### What

Counselling and support; available to all ETH Zurich supervisors, line managers and employees

### Goal

To foster or (re-)build work relationships, to (re-)enable focus on constructive collaboration

### How

Professional collaboration and conflict management

... I want to formally report harassment or discrimination.

## REPORTING OFFICE

### What

Assessment of situation, recommendation and coordination of next steps; available to all ETH Zurich members

### Goal

Compliance with ETH Zurich Code of Conduct and Values

### How

Comprehensive fact finding and written report to responsables

I need immediate help regarding sexual assault, rape, stalking or a threat to me or others in ETH Zurich.

Call ETH Zurich  
Threat Management  
+41 44 342 11 88

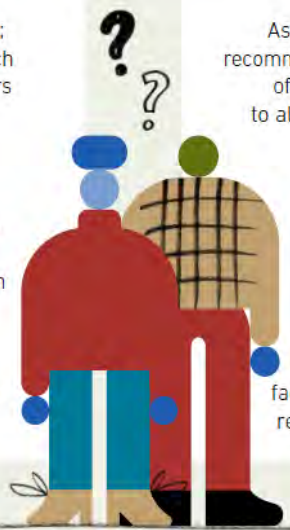
**For students:**  
further contact and  
advice points:



**For employees:**  
further contact and  
advice points:



\*respect issues = discrimination, harassment, bullying



# ETH Zurich Support System: Who we are



Daniela Hansen



Dr. Monika Keller



Simone Piller

Respect Office



Nadia Dörflinger-Khashman



Dr. Barbara Kornexl



Christoph Trutmann

Clarification Office

# External support: Ombudspersons

- Confidential
- Independent
- Impartial
- Informal



**Prof. em. Annette Spiro**



**Kathrin Teuscher**



**Ulrike Schlachter**



**Jonas Nakonz**

# Get in touch with us



internal: **Respect Office**

[ethz.ch/respect-office](https://ethz.ch/respect-office)

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external: **Ombudspersons**

[ethz.ch/ombuds](https://ethz.ch/ombuds)

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