

Respectful Conduct

The following is based on and summarized from the ETH Zurich website on “Respectful Conduct” published at the following link: <https://respekt.ethz.ch/en/>



It is expected that all employees at the ETH Zurich regardless of their professional position treat each other with respect in the work-place.

In a professional environment, the following behaviors are not tolerated.

Threats and Violence

ETH members who feel threatened, or who hear about threats to colleagues, should contact their supervisor or other professors in the institute, or, for more serious or immediate threats, the Office for Safety, Security, Health and the Environment (SGU).

In case of immediate threat or emergency, please contact the ETH **Alarm Centre** (24/7, internal 888, external/mobile: 044 342 1188) or the **SGU Office** (from 8 a.m. to 5 p.m.).



If you are being threatened or if you hear of threats against other people.

If you or someone else are being affected by stalking at or by someone from the workplace.

If you or someone you know are physically attacked.

If someone says they are feeling suicidal.

If your instinct tells you that someone’s behavior is extremely unusual and could be dangerous.

If you see weapons or if people talk about weapons in your presence.

If you hear or read about extremely violent fantasies.

Sexual Harassment

All members of ETH Zurich have the right to expect that their personal space will be respected in person-to-person contact. Sexual harassment is not tolerated at ETH Zurich. ETH is also legally obliged to protect its employees from sexual harassment in the workplace.

You should always make clear to the person in question that you feel harassed by their actions. The way in which you address this will depend



on the specific case. ETH Zurich has published a handout on possible measures to be taken: <https://www.ebg.admin.ch/ebg/en/home/topics/work/sexual-harassment-in-the-workplace.html>

If you experience sexual harassment, you can contact your direct **supervisor** or another professor at the institute or the **Office for Equal Opportunities**. In cases of physical threat refer to the paragraph above.

Sexual or sexist harassment in the workplace means unwanted approaches or attempts to demean someone else by means of gestures, statements, depictions or actions that are regarded as insulting, inappropriate or unwanted by the person at whom they are directed. These include:

- unwanted physical contact
- unwanted invitations with no doubt about the intentions
- suggestive comments about someone's body or private sexual behavior
- displaying, pinning up or sending (e.g. by email) pornographic material
- sexist comments and jokes
- pursuing someone at work or outside work
- making a pass at someone linked to promised advantages or threatened disadvantages

Bullying or Mobbing

A good working environment includes team spirit, trust and an atmosphere that is free of fear. It is vital to have a culture of open and fair communication and conflict management.

If you feel bullied or mobbed, if possible, first contact your supervisor. If you don't want to do that, then Human Resources can offer you an expert service in the form of the **Conflict Management Service**.



Bullying/mobbing describes situations where people are harassed, picked on, insulted or excluded at work. By definition, the term only applies if the action is systematic, frequent and repeated and continues over a prolonged period.

Bullying may be carried out by the victim's peers, supervisors or subordinates. As a result of the group dynamics or an imbalance of power, the people being bullied are put in a weak position from which they find it hard to escape.