

ILLC's Social Code of Conduct

A Foundation for a Positive and Safe Working and Studying Environment

This Code of Conduct outlines appropriate behaviour for a positive and safe working and studying environment for all staff and students of the ILLC. It is based on the Code of Conduct of the University of Amsterdam and it is informed by the core values of our institute. This code concerns any and all conduct a member of staff or student engages in as part of their work or studies, irrespective of whether said conduct takes place on the University's premises, in an academic setting elsewhere (e.g. at a conference), or online (e.g. during an online lecture or on social media).

At the ILLC, we highly value mutual appreciation and the acknowledgement of others' identities. Staff and students are expected to be considerate of each other, take care not to abuse power imbalances, seek to create an inclusive environment, and respect interpersonal differences, for instance with regard to ethnicity, cultural and/or socioeconomic background, personal beliefs, political preferences, age, gender, sexual orientation, body size, functional impairment, or chronic disease.

All members of staff who are engaged in teaching or supervision (ranging from student assistants to full professors) treat students and junior researchers under their supervision (such as PhD students and postdocs) with respect. They are aware of the dependence and the power imbalance inherent in these relationships and do not use these to their own advantage. Lecturers and supervisors ensure that they do not mix personal and professional relationships with their students and PhD students.

Students behave with integrity and refrain from any type of conduct that may negatively affect their fellow students, lecturers, supervisors, and other members of staff, or the quality of education in general. Among other things, they are respectful in their forms of address and manner of communication, both in written form and in person, during classroom and research activities as well as social gatherings, both on campus and elsewhere.

In order to establish a safe and proper working and studying environment, employees and students must refrain from any kind of unacceptable behaviour. Unacceptable behaviour comprises any behaviour that jeopardises or injures the other person's bodily or mental integrity. This may include, but is not limited to, physical or verbal aggression, sexual harassment, unwelcome sexual attention, discrimination and exclusionary behaviour, bullying, intimidation, publication of private communication without consent, and academic sabotage.

Staff and students are urged to challenge unacceptable behaviour, even when they are witnesses rather than persons involved, either by talking directly to the person responsible for the unacceptable behaviour or by seeking help from a third party. Visit the ILLC's Diversity webpage for an overview of who to contact if you have something you wish to report: <https://www.illc.uva.nl/AbouttheILLC/Diversity/Diversity-at-ILLC/>