

UCLL Code of Conduct for an Appreciative Learning, Living and Working Environment

Our code of conduct reflects who we are and what we stand for as a university community. It is an active guideline for desired behaviour of staff and students, helping us to create a supportive environment in which learning, growth and working are central. It also reflects the core values of our university community: collaborating, inspiring and lifelong learning, appreciation and trust. Below, we outline the behaviour that will enable us to achieve this.

Safety as a foundation

We create a university where all students and staff feel physically, mentally and emotionally safe. We welcome everyone who learns and acts according to our values, regardless of background, abilities or beliefs. We are an inclusive university community that promotes well-being. We go to great lengths to ensure that no one feels excluded and that people in a power position use their power carefully. We treat information about each other responsibly and respectfully.

Respect as a guiding principle

We have a culture of openness and respect. We give constructive feedback and appreciation based on commitment and understanding. We set our own boundaries and respect other people's boundaries. We help each other by monitoring and identifying boundaries. We look at the impact of behaviour, not just the intention.

Empathy in action

Empathy is the basis of our connectiveness. Let's actively listen to each other's perspectives and cultivate an atmosphere of mutual respect. We recognise and value the equality of every individual within our community. In doing so, we also work towards everyone's well-being. In relationships characterised by unequal power dynamics, we are critical of our own behaviour towards the other person.

Autonomy with responsibility

Moving people and ideas by giving space to innovative thinking and collaboration. That is the vision of our university, that is Moving Minds. We encourage everyone to make their own unique voice heard. We take responsibility and ownership for our choices and actions. We also take responsibility for each other.

Code of conduct as a guideline

This code of conduct is not a set of rules but a reflection of our culture. We are convinced that a safe, respectful, empathetic, inclusive and autonomous environment provides the best breeding ground for learning and growth. Together, we are a community in which each individual is encouraged to discover and develop their unique potential.

If you experience or see behaviour that is not in line with this code, you should raise the issue if possible or report it through the channels that serve this purpose.