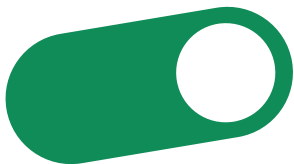
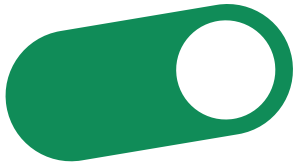


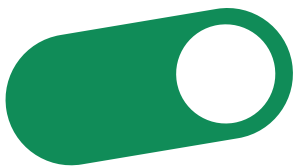
The Respect Code of Conduct



RESPECT



REFLECT



RESPOND



Dear ETH members,

ETH is one of the world's leading universities. At ETH Zurich, people with different perspectives and in many varied roles study, research and work together. This diversity fosters an environment where everyone can perform at their best.

This success is only possible by treating each other respectfully and upholding our guiding principles "Respect – Reflect – Respond". A culture of mutual respect, combined with reflection and appropriate behaviour, creates an inspirational atmosphere where everyone can contribute their ideas and excel. Discrimination, harassment, bullying or any other kind of inappropriate behaviour have no place at our university.

We are counting on you, and every other ETH member, to embrace these principles in your daily work and, in doing so, further strengthen our community. This also requires being vigilant and not looking the other way and finding the courage to actively challenge and take action against inappropriate behaviour. Senior personnel have a special role to play here.

We expect all ETH members to treat each other with mutual respect and also to stand up for the values that define our university.

Please use this Code of Conduct as a guideline on how you work and interact with your university colleagues.

Thank you for your support!

The President, Joël Mesot
The Executive Board of ETH Zurich

Our principles

At ETH Zurich, we treat each other professionally and with mutual respect. We all share responsibility for this: professors, students, lecturers and researchers, 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: function; education; origin; race¹; gender; age; language; social status; lifestyle; religious, ideological or political beliefs; sexual orientation and gender identity; physical, intellectual or mental disability; or professional status. We work together to ensure that everyone – regardless of their role and function – behaves in a professional and role-appropriate manner during work and that dependent or hierarchical relationships 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 leadership culture based on dialogue.

Integrity and honesty

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 faithfully. A clear distinction is always made between our own work and the work of others, and all sources are cited correctly. Young researchers are encouraged and promoted in a responsible manner.

Inappropriate behaviour

Any infringement of the Respect Code of Conduct will result in disciplinary measures or formal action being taken under employment regulations. ETH Zurich does not tolerate the following behaviour, in particular:

Discrimination

Discrimination of people because of actual, attributed or group-specific characteristics such as: function; education; origin; race¹; gender; age; language; social status; lifestyle; religious, ideological or political views; sexual orientation and gender identity; physical, intellectual or mental disability; 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 persistent 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, stalking 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.

¹ The term "race" implies the fact that racial categorisation of people is a social construct and has no biological basis.

Dealing with inappropriate behaviour

ETH Zurich encourages its staff, students and guests 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 internal and external contact and advice services that provide staff and students with advice and support. All matters will be treated in confidence. Our specialists will help you clarify the situation, consult other internal specialists if necessary and decide on what further steps need to be taken.

More information on the relevant contact and advice services can be found on the next page or by visiting this website: ethz.ch/respect.

Contact and advice service

(for all ETH members)

Internal advice and conciliation service respect

Topics: conflicts, bullying, harassment and discrimination

respect@ethz.ch

ethz.ch/respect > [Respect Office](#)

Ombudspersons of ETH Zurich

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

ethz.ch > [Ombudspersons](#)

Reporting Office

Topic: filing a formal report in case of bullying, harassment or discrimination

reporting-office@ethz.ch

ethz.ch/respect > [Reporting Office](#)

Safety, security, health & environment department (SSHE)

Topics: threats and violence

☎ +41 44 632 30 30

threatmanagement@ethz.ch

ethz.ch > [SSHE](#)

Confidants at ETH Zurich

Topic: suspected scientific misconduct

ethz.ch > [confidants](#)

General contacts

For employees

HR Consulting

ethz.ch/staffnet > Contact

For students

Counselling and coaching for students

(Student Services)

ethz.ch/students > Counselling & Coaching

ETH Diversity

ethz.ch/diversity

University groups

Lecturers' Conference, KdL

(lecturers/professors)

ethz.ch/students > Lecturer's Conference (KdL)

Staff Commission of ETH Zurich (employees)

ethz.ch/peko

AVETH Counselling (scientific staff)

aveth.ethz.ch > counselling

VSETH (students)

www.vseth.ethz.ch

An overview of all contacts can be found here:

ethz.ch/respect



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