

# CODE OF CONDUCT

## TREATING EACH OTHER WITH RESPECT AND APPRECIATION

**We treat each other with respect and tolerance in keeping with the University's practice of trusting, constructive and supportive collaboration.** We respect the rights of others, ensure that everyone can express their own viewpoint and critically assess our own and others' perspectives. We recognise achievements beyond our own organisational units and disciplinary cultures, and we take into account the subsidiary structure of the University of Münster.



## RECOGNISING AND ADDRESSING MISCONDUCT, LEARNING FROM MISTAKES

**Our values and rules help us avoid, reflect on and learn from our mistakes.** We do not tolerate misconduct, such as violations of good scientific practice, abuse of power, corruption, discrimination, sexual harassment, bullying or stalking. In order to recognise, reduce and avoid such misconduct at an early stage, we at the University of Münster use established, transparent procedures and processes.



## IMPLEMENTING SUSTAINABILITY IN OUR AREAS OF RESPONSIBILITY

**In the future we wish to align ourselves and our activities even more strongly with the principle of sustainability.** We recognise our function as role models for implementing sustainable development in all our areas of responsibility. Furthermore, we accept responsibility for shaping societal development in a future-oriented manner and preserving our life-sustaining resources.



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## ASSUMING SHARED RESPONSIBILITY FOR OUR ACTIONS

We complete our tasks according to their requirements and attendant responsibilities to the best of our ability. **We differentiate clearly between professional and personal interests.** Moreover, **we are conscious of the University's social responsibility** that it assumes through our activities in teaching, research, transfer and administration.



## UNDERSTANDING DIVERSITY AND EQUALITY AS AN ASSET AND OPPORTUNITY

**The diversity of our employees each with their individual backgrounds and genders, their characteristics, areas of competence and perspectives is both the motor and mission of the University of Münster.** We live and experience diversity and gender equality every day by learning from one another, exchanging opinions openly, self-reflecting and surmounting mutual challenges.



## PROMOTING TRANSPARENCY THROUGH OPEN COMMUNICATION

**Transparency encourages us to engage and assume responsibility.** Understandable and objective communication between one another and with the world helps generate the ideal conditions for transparency. This is further supported when we reasonably justify our decisions, keep an open mind to factual criticism and support the open exchange of different points of view.



## SHAPING THE FUTURE TOGETHER

**The University's future viability rests upon our members' commitment and competence, as well as their well-organised collaboration.** We wish to safeguard and strengthen our viability by means of transparent and participative processes. In the face of changing demands, we regard this as an ongoing task and accept the changes it brings.



