



**University  
of the Arts  
The Hague**

CODE OF INTEGRITY  
or  
CODE OF CONDUCT ON STANDARDS OF BEHAVIOUR

University of the Arts The Hague



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## **Code of Integrity or Code of Conduct on Standards of Behaviour**

The Executive Board resolves,  
having regard to article U-1 of the CAO-HBO,  
to adopt the Code of Conduct on Standards of Behaviour, which reads as follows:

### **Preamble**

This code of conduct lays down the basic principles governing the way in which employees and students of the University of the Arts The Hague behave towards each other. The code of conduct is intended as a framework for creating a good, safe and stimulating academic and work environment in the University; an environment in which lecturers and students behave respectfully towards one another, show mutual acceptance and avoid inappropriate behaviour. Inappropriate behaviour must always be raised, either by addressing the individuals concerned directly or by requesting intervention by a third party.

This code of conduct explicitly sets out the guidelines and expectations with regard to the standards of behaviour of all employees and student in the University.

The Code of Conduct for Standards of Behaviour is part of the University's policy for creating a work and study environment that is good, safe and free of discrimination. Other elements of this policy are the Complaints Procedure for Inappropriate Behaviour and the Protocol for the Confidential Adviser.

### **Definitions**

- a. *Proper standards of behaviour*: standards of behaviour and conduct that are generally experienced as desirable or proper.
- b. *Inappropriate behaviour*: behaviour that is generally regarded as undesirable or improper and felt to be inappropriate, intimidating, hurtful or threatening and therefore unacceptable. Inappropriate behaviour in particular includes '(sexual) harassment', 'aggression and violence' and 'discrimination'. These forms of inappropriate behaviour are further defined in the 'Complaints Procedure for Inappropriate Behaviour'.
- c. *Employees*: employees as referred to in the CAO-HBO, employed by the University, as well as guest lecturers, freelancers, temporary employees, employees on secondment and interns.
- d. *Students*: any person who is enrolled by the University to follow a full-time or part-time programme, including the students of the School for Young Talent.

## **Scope**

This code of conduct applies to all contacts between employees and students of the University that take place in the context of either professional activities or study activities or which take place outside those contexts.

## **Code of conduct**

1. Employees and students will at all times conduct themselves properly in their dealings with each other. They will display proper standards of behaviour.
2. Employees and students will show respect for each other's ethnic or national origin, religious convictions, gender, sexual preferences and physical or mental capacity.
3. Employees and students will refrain from any form of inappropriate behaviour, in particular (sexual) harassment, aggression, violence and discrimination.
4. Employees, in particular the teaching staff, will be aware of their exemplary role and will promote the standards of behaviour laid down in the code of conduct in word and deed.
5. Employees, in particular the teaching staff, will observe the necessary detachment in their relations with individual students and will keep these relations on a professional basis. They will not abuse the relationship of trust that exists between employees and students.
6. Employees, in particular the teaching staff, will be mindful of the disparity in the relationship with students in terms of dependence and authority. This applies in particular for contacts with students who are minors, including the students of the School for Young Talent.
7. Employees and students will ensure that there is no mixing of personal and professional relationships. Should a relationship of a personal or intimate nature arise between an employee and a student, the employee will ensure that he/she is not required to assess the student's educational performance or otherwise make decisions about that student. The employee will inform his immediate superior of the existence of the relationship.
8. Employees will under no circumstances form a relationship of a personal or intimate nature with a student who is a minor.
9. Employees will avoid personal contact with individual students in situations or in places where this could give rise to the appearance of (sexual) harassment or abuse of power.
10. Employees and students should raise the issue of inappropriate behaviour and alert one another to any (possible) incidence of such behaviour.

## **Entry into force**

This Integrity Code will enter into force in January 2011.