



The European Graduate School EST. 1994

General Code of Ethics

The EGS places ethical conduct and an awareness of the importance of this conduct at the heart of its activities. Its research and teaching agendas include a questioning of the very grounds of ethics and the ethical relation, but this fact only reinforces the essential commitment to general ethical standards in all interactions and undertakings at the EGS. The EGS takes guidance from the fundamental tenants of human rights legislation, striving, as worded in the last sentence of the Preamble to the United Nations Declaration of Human Rights, “by teaching and education to promote these rights and freedoms.” In keeping with Article 2 of this U.N. Declaration, the EGS promotes equal rights and the mutual understanding of cultures and nations in all its work. As an academic institution, it further strives to uphold academic values (including honesty and mutual respect in research and deliberation or exchange) and the basic principle of academic freedom.

The following points will cover codes of behaviour for employees of the EGS and its Students.

Employees and Faculty

General Rule: All employees and individuals working for the EGS in any capacity should conduct themselves ethically and honestly, always serving in this manner as representatives of the institution and its core values. As educators, EGS faculty hold the special responsibility of promoting ethical conduct through their comportment in the seminar room and beyond.

Compliance with Law

Employees of the EGS must honour the laws and statutes governing the activities of the institution at its respective sites of activity, including the campuses and “hubs.”

Compliance with External Obligations by Contract or Grant

Employees of the EGS will observe all obligations included in research grants and other contracts (with vendors or other institutions) as well as commitments made in relation to accreditation or student loans.

Conflicts of Interest

All employees and individuals representing the EGS should strive to avoid the perception of perceived or actual conflicts of interest that might affect the integrity of their conduct and objectivity. All such conflicts must be disclosed to the relevant Dean or the Provost of the EGS.

Gifts

To avoid influence in decisions relating to hiring or contractual relationships, all employees and individuals representing the EGS should avoid accepting any material gift that might be perceived as, or actually constitutes, an effort to sway their actions. Gifts to professors after the completion of work are standard in some cultures and are permissible under this policy.

Harassment, Discrimination, or Intimidation

The EGS will not condone any kind of harassment or intimidation (physical or verbal) practiced by an employee, representative, or member of the EGS community. Harassment based on race, gender, religion, ethnic origin, sexual orientation, or any handicap is not tolerated at the EGS.

The EGS recognizes that its teaching and research agendas lead to a thorough questioning of the grounds of socio-political and ethical relations, a questioning that sometimes involves discussing or showing representations of forms of behaviour that are potentially offensive to some individuals. Faculty and students should show mutual tolerance and respect when social limits are interrogated or examined in this way.

Handling of Records and Reporting

The records, data, and information owned and used by the EGS will be maintained as accurately and completely as possible. Confidential information relating to students, faculty, institutional finances, arrangements with other institutions, future planning, donors or research sponsors must be protected and shared only with those who are entitled to this information within the management structure of the institution. Any question about the release of confidential information must be addressed to the appropriate dean or the Provost.

Lobbying and Political Activities

EGS faculty and students are frequently politically active; such activity is welcomed by the institution. However, these political activities are to be undertaken on an individual basis and not in the name of the institution. The EGS seeks to maintain an environment where diversity of political views and consequent critical questioning remain protected (freedom of inquiry and research is a core value of the institution). Therefore, the name of the EGS should not be enlisted in political representations. Employees must be specifically authorized to undertake lobbying actions on behalf of the institution.

Oversight

The EGS will maintain a robust system of internal controls for the purpose of preserving the integrity of the institution and preventing, or acting upon, any violation of elements of this ethical code.

Safety

The employees of the EGS will endeavour to look after the safety and well-being of the members of the Community. Where any hazards are noted, they should be reported to a member of the administration.

Use of Assets

EGS assets must not be used for personal benefit. These assets include intellectual and physical property, funds, or information. In all actions involving fund raising or prospective contractual arrangements, employees will keep in mind that the EGS is a non-profit institution.

Material violations of this general code of ethics by employees of the EGS may carry disciplinary consequences, including termination of employment. All members of the community are encouraged to help maintain the ethical standards of the EGS.

Student Conduct

Students joining the EGS community share rights and responsibilities in ethical matters with EGS employees. They must be committed to the core principles of the institution (including free inquiry and the open exchange of ideas and critique), always honouring the rights and views of others. They must also assume the basic tenets of academic integrity and honesty. In joining the EGS, they will assume and represent its core values in all conduct, including research.

Compliance with Law

Students will strictly observe the law in the respective sites of EGS activity (campuses and hubs), and behave respectfully in hotels and other

accommodations during periods of residency or at other events sponsored by the EGS. This policy extends to all areas of activities and residence at the EGS, and also governs the use or distribution of illegal drugs.

Behaviour

Students will endeavour to promote a healthy educational atmosphere at the EGS and a community spirit that supports core EGS values. They will not conduct themselves in such a way as to disrupt the functioning of a seminar, public lecture, or any other EGS activity. Should their behaviour impede the learning and engagement of other students, they may be asked to leave the event in question, or even the EGS session in which this event occurs. Disciplinary measures involving disruptive conduct may include termination of studies with the EGS.

Harassment or Intimidation

Students of the EGS will not engage in any conduct that can be perceived as threatening or harassing in relation to other students or other members of the EGS. This guidance applies to personal relations, but also to other means of communication. Any conduct that threatens or endangers the safety of any member of the EGS community will result in disciplinary measures.

Use of EGS Property

Students will use EGS property (computers or books, for example) as authorized. Any theft or damage to EGS property or to that of any member of the EGS community will meet a disciplinary response.

Any violation of this Code of Ethical Conduct may be cause for disciplinary proceedings. Complaints with respect to possible violations will be referred initially to the Ethics Committee of each Division (for which a core faculty member will serve as officer). This Committee will seek to resolve issues where possible, or report to the Dean where disciplinary action is considered or recommended. The Dean may in turn refer any matter to the Provost, whose decision will be final.