

Code of Conduct

Project Dignity

Department of Psychology
May 18, 2022

KØBENHAVNS UNIVERSITET



CONTENT

1. PREAMBLE
2. WE STRIVE TO HAVE AN OPEN AND ENGAGING CULTURE
3. WE AIM AT IDENTIFYING AND SOLVING STRUCTURAL PROBLEMS
4. MUTUAL RESPECT IS AT THE CORE OF OUR INTERACTIONS
5. WE AIM TO ENSURE EVERYONE CAN PARTICIPATE
6. CONFLICTS ARE HANDLED IN A CONSTRUCTIVE MANNER

PREAMBLE

Our code of conduct expresses our continuous focus on ensuring an open, engaging, accessible and inclusive culture and citizenship at the Department for Psychology for both students and staff.

At the Department, we strive to unlock the potential for both our staff and students, and we collectively work on ensuring the best possible conditions for all across the Department.

We have the shared ambition of creating opportunities for all groups, respecting one another regardless of research perspectives and academic backgrounds, and of handling conflicts in a civilized manner.

It is our shared responsibility to ensure that this ambition is fulfilled, and that we learn from our successes and failures with complying to our code of conduct.

We have engaged in formulating this code of conduct to handle current and ongoing issues in a respectful manner. The specific domains that structure this code of conduct are not intended to be exhaustive or viewed as unchangeable. Instead, these are understood as dynamic and they are expected to develop and evolve over time.

The management carries responsibility for the ongoing monitoring and revision of this code of conduct.

WE STRIVE TO HAVE AN OPEN AND ENGAGING CULTURE

- We are eager to explore different professional perspectives and we meet our colleagues with interest and curiosity.
- Organisational decision-making is transparent and alternative perspectives or disagreements are addressed openly.
- We allow for the airing of frustrations and we are open to learning what lies behind individual and shared frustrations when these are expressed.
- We ask first, and ensure we are adequately informed, before adopting a position.
- We are benevolent in our interpretations of our colleague's and student's actions.
- We value fruitful and inclusive dialogue, and we aim to ensure that participation is accessible to all.

WE AIM AT IDENTIFYING AND SOLVING STRUCTURAL PROBLEMS

- We acknowledge that academia is competitive, and we seek to navigate this core condition constructively together.
- We are careful not to mistake structural problems for individual ones.
- We continuously reflect on, and aim to counteract, our potential biases and structurally imposed disadvantages.
- We allocate time and resources to discussion among students and staff about when and why individuals or groups feel excluded.

MUTUAL RESPECT IS AT THE CORE OF OUR INTERACTIONS

- We recognize and value our professional differences, as well as differences in perspectives and ambitions. Different research traditions are respected by both staff and students.
- We contribute constructively to discussions initiated by others. We are open to the suggestions and arguments that are put forward by colleagues and students.
- Students and staff are aware of when they hold power, and strive to assert this in a transparent and responsible manner. We are mindful of the weight our words might have due to our position and we are sensitive to how this might be received by others.
- Critique is a central academic value and should always be delivered in a respectful, constructive, and forward-looking way.

WE AIM TO ENSURE EVERYONE CAN PARTICIPATE

- We are a multi-lingual Department. Language requirements are flexible and adjusted to the situation.
- We include Danish and non-Danish students and staff in all areas of academic life and ensure room for participation in committees, study boards etc.
- We strive to find out about special needs among students and staff, and to remove barriers that prevent individuals from having access to equal opportunities.
- When students or staff have special needs, we strive to find adequate solutions that work for them.
- We strive to ensure clear and transparent communication about social activities and culture at the Department for both students and staff.

CONFLICTS ARE HANDLED IN A CONSTRUCTIVE MANNER

- We act constructively when we become aware of conflicts and strive to take responsibility for solving them.
- We assess our own role in creating, managing and resolving conflicts.
- We do not mistake academic critique for conflict as long as it is conducted in a compassionate manner.
- When we see conflict, we try first to understand all perspectives. We work with people to identify mutually satisfying solutions.
- We continually update our knowledge of who to involve when there are unresolved conflicts among either students or staff.