

Code of Conduct

We have a culture based on mutual respect

We consider freedom of speech, freedom of research and freedom of teaching to be core values.

We strive to create an inclusive culture based on fundamental respect for one another.

We work together to develop a common understanding of where the boundaries lie between acceptable and unacceptable behaviour and to avoid these boundaries being crossed.

We aspire to create an environment where everyone, irrespective of seniority or status, can speak freely, and where everyone feels able and supported to say when they believe a line has been crossed.

We ensure equal opportunities

We are obliged to ensure equal opportunities and treatment at the Department for all students and staff.

We strive to go beyond this by ensuring that we actively encourage and support students and staff in their development, to ensure treatment is fair regardless of sexuality, gender, race, ethnicity, age, political views, background, disability or religion.

We are committed to ensuring a high level of transparency with respect to the delegation of duties and responsibilities, professional roles and hierarchies across the Department.

We handle disagreement and conflict respectfully

We promote a culture of civil debate and discussion, where any disagreements are expressed with respect and due consideration for all.

We have the courage to speak up – be it as witness, bystander or affected party – when we observe or experience behaviour or attitudes that are not in accordance with this code of conduct.

We will take allegations of undesired behaviour seriously and sympathetically, even when we are the ones subjected to criticism.

We handle cases of unwanted behaviour professionally

We ensure our procedures are updated and formalized to make certain cases are handled professionally, effectively and in a timely manner.

We have clear and transparent procedures for handling cases of unwanted behaviour to ensure all students and staff are aware of how to make queries or complaints, to whom they should be addressed and how the relevant processes function.

We treat all cases seriously, and listen to all concerned parties, regardless of role, status, or position in hierarchy in the staff and/or student body.



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This code of conduct expresses our continuous commitment to ensuring a welcoming, inclusive, professional and respectful culture at the Department for Political Science (DPS).

It signals our shared ambition to work against/minimize/eliminate prejudice, discrimination and harassment on grounds of gender, race, ethnicity, religion, sexuality, disabilities, age or political opinions. The code of conduct further reflects our core values and dedication to providing a safe and respectful work and study environment with equal opportunities for everyone.

An Action Plan covering all arenas of interaction – professional and social – will support the implementation of an everyday awareness of and compliance with the values expressed in this code of conduct.

The management at the Department of Political Science is responsible for the revision of the code of conduct and Action Plan, as appropriate, and in accordance with the University's guidelines for the prevention of offensive behaviour and legal rules in Denmark. As with all stages in the process leading up to the adoption of this code of conduct, revisions will be made in consultation with staff and students.

For more information about how to access help:

Contact students:



Contact employees:



UNIVERSITY OF COPENHAGEN
DEPARTMENT OF POLITICAL SCIENCE