



JÖNKÖPING UNIVERSITY

Code of Conduct

POLICY

PLAN

REGULATION

ADMINISTRATIVE PROCEDURE

TITLE: Code of Conduct

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REGULATION CODE OF CONDUCT

The **Code of Conduct** sets out how we are expected to treat each other and those around us.

- As a **representative of JU**, I demonstrate sound judgement, show awareness of both my own role and the roles of others when I communicate, and adapt my communication to the listener/reader.
- I have a **professional and inclusive attitude**:
 - I treat everyone with **respect and consideration**.
 - I recognise that everyone has equal value, and I stand up for **inclusivity and equality**.
 - I contribute to a **safe and secure work environment**.
- I practise **zero tolerance** of bullying and other forms of victimisation, discrimination, and harassment/sexual harassment.
- I help create an **open and constructive climate for discussion** that fosters development, commitment, curiosity, and creativity across the University:
 - I am **responsive** and take advantage of my colleagues'/fellow students' competence and experience.
 - I **contribute** my competence and experience.
 - I use **dialogue** as a tool in my work, and I am open to giving, asking for, and receiving **feedback**.
- I am **helpful** to my colleagues/fellow students, and I take responsibility for nurturing and developing good relationships.



SPEAK UP!

I may find myself in a situation where someone fails to respect the principles of JU's Code of Conduct. Speaking up when the principles are breached shows commitment to the Code and the values of integrity, openness, and transparency – it shows that we care about each other and the University.

If I have experienced victimisation, discrimination, or harassment/sexual harassment or suspect that a colleague or fellow student has suffered such treatment, I can contact:

- **Employee:** my immediate manager and/or speak to the principal safety representative and/or a trade union representative.
- **Student:** someone at JU that I trust, for example a representative for equal rights and opportunities (OLIK), the president of the student association at my school, or a course or programme coordinator.

MY RESPONSIBILITY

I accept responsibility for knowing and complying with the acts, ordinances, internal regulations, guidelines, and other decisions that apply to my specific post/to students.