

htw saar

The htw saar Code of Conduct

Our Goals

This Code of Conduct lays down the guidelines of the University of Applied Sciences (htw saar) regarding the respectful and considerate treatment of one another, in dealings with the outside world, and in the management of resources.

Transparency, integrity and mutual acceptance are the basis for responsible and ethical action in an academic context. The htw saar is committed to fighting corruption and discrimination. We live and breathe diversity and believe that it contributes to enhancing the quality of teaching, research and administration. This is achieved in a climate characterized by mutual respect and equal opportunities. All members of the university contribute their experience, knowledge and skills and can thus acquire, improve and professionally utilize professional, methodical and social competences.

The Code of Conduct provides guidance and decision-making guidelines on how to act in specific situations. Everyone at the htw saar, at all levels of the hierarchy, is committed to upholding this self-commitment. In the event of conflict, the contact points listed in the appendix can provide help in finding a solution.

1. The highest possible academic standards and accountability in teaching, scholarship, and research

"We are guided by the current standards in teaching and research. In doing so, we strive for the highest possible academic standards and conduct ourselves responsibly."

2. Appreciation, respect, transparency, integrity and loyalty as the basis for social interaction and working with one another

"Our social interaction is characterized by mutual respect, open communication based on understanding and trust, mutual acceptance and tolerance, and the constructive resolution of conflicts."

3. Fair, responsible leadership

"Leadership is practiced responsibly. In this context, supervisors in all areas fulfill a special role model function."

4. Appropriate communication with third parties

"Communication and cooperation with third parties is coordinated internally and takes place in mutual trust and respect. At the same time, the interests of the university are taken into account. When expressing private opinions, we take care not to place our respective function or duties at the university in a context with our private statements."

5. Anti-corruption

"We do not tolerate any form of bribery or other acts of corruption; for us, compliance with laws and regulations is an essential and basic principle of responsible conduct."

6. Equality

"We are committed to gender equality. When it comes to science, the htw saar orients itself on the cascade model developed by the German Research Foundation (DFG), according to which the targets for the proportion of women at each scientific career level are derived from the proportion of women at the qualification level directly below."

7. Diversity and anti-discrimination

"We support equal opportunities and educational equity and firmly reject any form of discrimination. We are international and diversity-sensitive. We see people with different ethnic backgrounds, religions, world views, ages, disabilities, genders or sexual identities as an enrichment. We live and breathe diversity and believe it increases the quality of our work."

8. The promotion of personal and professional development

"We encourage the personal and professional development of our employees and promote a healthy work-life balance."

9. Occupational health, safety, data protection

"Our health management approach encompasses leadership, academic and campus culture, work climate, soft skills, working conditions and health trainings. Personal data, especially that of students, employees and cooperation partners, as well as internal data (e.g. from governing bodies, committees and commissions) is protected and treated sensitively at htw saar."

10. Sustainability, environment and ecology

"Sustainability, environmental and climate protection, and resource efficiency are important goals for us, and all members of the university accept responsibility for them."

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Annex

Legal foundations

In the event of conflict, the contact points listed in the appendix can provide help:

- AStA (for students)
- Complaint and idea management (for students)
- Complaints office according to the General Equal Treatment Act (AGG - Allgemeines Gleichbehandlungsgesetz)
- Representative for students with disabilities (for students)
- Dean's Offices
- Equal Opportunities Office
- Equal Opportunity Officer
- Office of Family Affairs
- Personnel councils
- Human Resources Department
- Representative for severely disabled people at the htw saar
- Your supervisor
- Saarland Antidiscrimination Agency (part of the Forschungs- und Transferstelle Gesellschaftliche Integration und Migration, GIM)