



Code of Conduct of the University of Groningen

Faculty of Law

August 2024

Preamble

All students and staff members of the Faculty of Law are expected to be familiar with and understand this code of conduct, to observe the core values on which it is based and, when necessary, prompt others to do the same. Members of the Faculty of Law are expected to follow UG and Faculty policies and regulations.

The Faculty of Law Code of Conduct does not replace any code of conduct already applicable to its members, it aims to call the most relevant principles to mind and list the more detailed documents by categories (see below).

Core values

Mutual respect

In order to establish an inclusive learning and working environment, staff and students treat their fellow students, lecturers and other members of staff with respect. Within the academic community embodied by the Faculty, this means being open to other ideas, views, ways of thinking, to exchanging and to investigating. It also means sharing views rather than condemning or imposing one's own views on others.

Behavioural integrity

In order to achieve the Faculty's and the University's moral and ethical principles, staff and students act according to those moral and ethical principles. This implies proper and scrupulous behaviour with due regard for own responsibilities and the applicable rules. Staff and students behave in a professional way at all times. They behave with integrity and refrain from any type of conduct that may negatively affect their fellow students, lecturers and other members of staff or the quality of education in general.

Positive communication

Staff and students aspire to use clear and open communication. They are prepared to help each other and work towards a healthy Faculty community. They do not insult each other and they take the effect of their way of communicating into consideration.

Cultural consciousness

All interactions shall be conducted in a respectful, transparent manner conscious of cultural differences and striving to harmonise those differences for the benefit of all.

Transparent information

Members of the Faculty of Law ensure that information relevant to work and study is readily available, clear and understandable. This means providing transparency in communication and about roles and responsibilities, policies, decisions, expectations and work-life balance.

Active participation

The Faculty is committed to be an inclusive and diverse community, where all students and staff are supported, respected, and empowered to do their best work. Members of the Faculty of Law are taking an active part in the Faculty when executing their roles and tasks.

At the end of the day, we are all human; in case something does go wrong we have ways to remedy a situation, in the

Procedural safeguards:

1. When it is safe to do so, conflicts are best resolved by directly talking to the people involved. If you find this difficult, it might be helpful to talk with someone in preparation for this (see point 4).
2. If you witness behaviour that violates this Code of Conduct, use one of the four Ds of the Active Bystander Toolkit that is feasible in that moment: Direct action/ Distraction/ Delegation/ Delay.
3. If the issue cannot be resolved in any of these ways, we encourage you to follow the formal complaint system.
4. If you are uncertain how to best proceed, consult any other staff member you trust such as the course coordinator, lecturer, programme director, supervisor, study adviser or dedicated HR adviser.

Further Documents:

[Code of conduct on integrity University of Groningen 2017](#)
[Student Charter UG 2023-2024](#)
[Code of Conduct for Students](#)
[University of Groningen Confidential Advisor Regulations](#)

[Information on the UG Confidential Advisor](#)
[Information on the Faculty of Law's Confidential Advisors](#)

[Faculty Regulations of the University of Groningen Faculty of Law](#)
[Rules and Regulations of the University of Groningen Faculty of Law](#)

[Documents on academic integrity, most importantly:](#)
[The Netherlands Code of Conduct for Academic Practice 2014](#)
[Netherlands Code of Conduct for Research Integrity 2018](#)