

Our culture –
mindful,
respectful and
diverse.

Zero tolerance
for inappropriate
behaviour.

Solving conflicts,
providing help,
setting boundaries.

Zurich University
of Applied Sciences

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Follow us:



Code of Conduct

The ZHAW is one of the leading universities of applied sciences in Switzerland. We offer a broad spectrum of programmes that bring together experts from a wide variety of disciplines. The ZHAW employs just over 3,400 people, who are involved in research, service provision and the teaching of over 14,700 students. People with different cultural backgrounds and experiences come together at our university to learn and work together. The resulting variety of backgrounds and perspectives enrich us as individuals and as an organisation, making us more innovative and inclusive.

Our university culture and our conduct

The ZHAW is committed to establishing a working atmosphere that is based on respect and ethical principles. In doing so, adopting a mindful approach is paramount. We cultivate a university culture that focuses on dialogue as well as on the ability to reflect and to deal with conflict. We consider it essential to offer everyone at our university a good learning and working atmosphere. For this reason, we provide both students and staff with many opportunities to participate – and to help us to continuously improve as a learning organisation.

Our attitude

If conflict occurs, it is important to address it early on and to find constructive solutions. At the ZHAW there is zero tolerance for inappropriate behaviour. Inappropriate behaviour includes discrimination, threats and violence, bullying and sexual harassment. This is set out in the ZHAW's regulations for protection against discrimination, sexual harassment and bullying. Anyone who violates these regulations will be subject to legal and disciplinary consequences. The ZHAW offers a wide range of services to help in cases of conflict, to counteract inappropriate behaviour and to set boundaries at an early stage. The addresses of counselling centres and the ZHAW regulations for protection against discrimination, sexual harassment and bullying (in German) can be found at www.zhaw.ch/respekt

What can each individual do?

Everyone must do their part to ensure good relations at the ZHAW. This applies as much to professors, lecturers, research staff, assistants, administrative and technical staff as to students. Everyone at the university is a part of the organisation as a whole and contributes to creating a good working atmosphere. It is important to pay attention and help others.

If someone is affected by or observes harassment and can do so, they should immediately and clearly draw the inappropriateness of the behaviour to the attention of the perpetrator. If this is not possible or if there is no improvement once the inappropriate behaviour has been pointed out, they should speak to a person in charge or seek assistance from the relevant counselling centre.

Contact our advisory services early on.

The following counselling centres can help you if you have been affected by or are aware of inappropriate behaviour. Do not hesitate to seek help early.

What is inappropriate behaviour?

Discrimination

Discrimination is disparagement of or unfairness towards students or staff due to their gender, physical or psychological disabilities, ethnic origin, skin colour, religion, political views, sexual orientation, family situation, age, marital status or any other characteristics.

Violence/threats

Violence and threats are activities causing other people to feel attacked, threatened, or psychologically or physically injured during their studies or at work. Such activities include verbal and non-verbal insults, humiliation, abuse, threats, social exclusion or the deliberate and persistent persecution or harassment of a person.

Bullying

Bullying is behaviour that is systematically discriminatory, hostile and persistent over a long period of time and that aims to victimise, exclude or pressure another person. Examples are deliberate disparagement, refusal to provide information, assignment to offensive tasks or unjustified criticism.

Sexual harassment

Sexual harassment manifests itself in advances of a sexual nature that are unwelcome and perceived as threatening by the person concerned. Harassment can be done with words, gestures or actions, possibly involving promises of advantages or threats of disadvantages. Sexual harassment is behaviour that violates the dignity of other people during their studies or at work. The crucial factor is not the intention of the harasser, but how their conduct is perceived by the person concerned.

More information can be found at ➔ www.zhaw.ch/respekt

Discrimination, bullying and sexual harassment Diversity Unit

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Violence / threats

Safety and security
➔ info-sicherheit@zhaw.ch

Counselling
➔ Tel. +41 58 934 65 50

Emergency (ZHAW 24-hour emergency number)
➔ Tel. +41 58 934 70 70