



LUND  
UNIVERSITY

# Code of Conduct

FACULTY OF FINE AND PERFORMING ARTS



”Lund University consists of the people who work or study here. We have various roles, we are in different locations, carrying out different duties but together, we form a successful university with great breadth. We are to be a world-class university that works to understand, explain and improve our world and the human condition. This is a vision that presupposes academic freedom but also a good work and learning environment”

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A quote from Vice-Chancellor Erik Renström in Lund University's Equal Opportunities Plan for 2022 – 2027

# Code of Conduct:

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## All who work and study at the Faculty of Fine and Performing Arts:

- Follow the University's core values.
- Treat one another with consideration and respect.
- Contribute to a positive and inclusive work and study environment.
- Show consideration for each other's differences and opinions.
- Develop our shared organisation together.
- Report shortcomings and wrongdoing in the workplace and the study environment.
- Follow laws, ordinances, internal rules and policies.



## BACKGROUND

This code has been composed within the framework of the local HSE committee's work, in a collaboration between the employer, safety organisation, employees and student representatives.

## OBJECTIVE

The objective of the policy is to contribute to a positive work and study environment. The policy defines the approach we have to one another, and what behaviour we can expect from others. The Code of Conduct forms a tool for dialogue about the treatment of others within the faculty, and is used to aide the introduction of new colleagues and students.

## BASIS OF THE CODE OF CONDUCT

All those who work or study at the faculty are to follow the University's Work Environment Policy, which among other things means showing respect and consideration as well as zero tolerance of victimisation, harassment and sexual harassment.

In our faculty, employeeship is a central concept. Well-developed employeeship contributes to an enriching, stimulating, safe and secure work and study environment. Through employeeship, we develop our operations together, while at the same time following the public service ethos and taking collective responsibility for the faculty's duties and aims .

The Faculty of Fine and Performing Arts is part of Lund University, which supports the core values on which European Universities agreed in Magna Charta Universitatum. Together, we also safeguard democracy, legality, impartiality, freedom of opinion, respect for everyone's equal value, efficiency and service, as well as democratic principles, human rights and freedoms.

Gender equality and equal opportunities are fundamental principles in all parts of our organisation and the Faculty of Fine and Performing Arts is to be a place free from discrimination. Among other things, this means that employees, students and those seeking employment or studies at the faculty are to be treated and assessed without regard to irrelevant factors such as gender, gender identity and expression, ethnicity, religion or other belief, disability, sexual orientation and age.

As an employee of a public authority, you have the right to freedom of expression and freedom to disclose information. Those who report shortcomings or wrongdoing must not be subjected to reprisals.

