

Code of Conduct

Purpose

The Global History program at Freie Universität Berlin and Humboldt Universität zu Berlin is committed to creating an inclusive working atmosphere in which everyone feels respected and safe. The Code of Conduct serves as an agreement on rules of behavior in order to prevent discrimination, harassment, and abuse of power.

Applicability

The Code of Conduct applies in seminars, on campus, at program functions, social events derived from contacts made within the program, and electronic communication including WhatsApp and other chat groups.

What we expect

All faculty, students, and members of the Berlin Global History program should treat each other with integrity and respect. We aim for an ethos of intellectual rigor, kindness, and mutual support.

Prohibited conduct

Harassment is any improper or unwelcome conduct that may cause offence, humiliation, or intimidation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, class, ethnicity, race, national origin, age, religion and/or any other reason is prohibited.

Examples of harassment include, but are not limited to:

- Jokes, innuendos, racial slurs, offensive or derogatory remarks based on a person's ethnicity, national origin, color or perceived race
- Making derogatory comments or taunts about a person's physical ability
- Offensive remarks about a person's religious beliefs or practices.

Sexual harassment is a specific type of prohibited conduct. It includes any unwelcome advances of a sexual nature, intended or perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications.

Examples of sexual harassment include, but are not limited to:

- Derogatory or demeaning comments about someone's sexual orientation or gender identity, appearance, clothing, or body parts
- Name-calling or using slurs with a gender/sexual connotation
- Pressuring a person for dates or for sex
- Unwanted staring in a sexually suggestive manner
- Unwelcome touching, including pinching, patting, hugging, or purposefully brushing up against a person
- Sharing sexual or lewd anecdotes or jokes
- Sending unwanted sexually suggestive communications in any format
- Attempted or physical sexual assault, including rape.
- Stalking

We will not tolerate threats, intimidation, or any other form of retaliation against a person who has made a complaint, or provided information in support of a complaint.

People to speak to

In case you experience or witness forms of discrimination or harassment, we encourage you to speak to your peers and to consider the options listed [here](#).

Further steps will only be taken on the request of the person seeking support or making a complaint.

On the webpage you will also find further resources, also for those who want to educate themselves about the topic.



Signature

I have read and commit to abide by this Code of Conduct.

Date

Signature