

Modtager(e): LSU, LAMU og Institutledelsen ved Institut for Geoscience

Code of Conduct for Department of Geoscience

Our Pledge

To foster an open and inclusive environment, we as employees, students and guests at the Department of Geoscience, Aarhus University, pledge to do our utmost to make working and studying at Department of Geoscience a harassment-free and accessible experience for everyone, regardless of age, ability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, political affiliation, appearance, race, religious belief, or sexual identity and orientation.

We value honesty and the highest standards of ethical behavior and promote a supportive and appreciative workplace. All interactions should be conducted with consideration and respect, and the workplace should be free from any form of harassment; abusive, intimidating, humiliating or demeaning behaviour is not acceptable under any circumstances.

Our Standards

Examples of behaviours that contribute to creating a positive environment include (but are not limited to):

- Using welcoming and inclusive language
- Accommodating the needs of people with disabilities during teaching activities
- Showing respect of divergent viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the whole Department and its employees and students
- Showing empathy towards other people at the Department and outside



Examples of unacceptable behaviour include (but are not limited to):

- The use of sexualized language or imagery and unwelcome sexual attention or advances
- Trolling, insulting/derogatory comments, and personal or political attacks
- Public or private harassment in person or through other means of communication
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Denying or devaluing the experiences of others regardless of personal convictions
- Other conduct which could reasonably be considered inappropriate in a professional setting

Denmark is a country where we respect freedom of speech and value humour both in the public sphere and in social relations. This Code of Conduct is not meant to abandon such inherent values in Danish culture, but to state that at the Department of Geoscience freedom of speech and humour should be used responsibly and not as means to harass individuals or groups.

Responsibilities

Department management is responsible for clarifying the standards of acceptable behaviour and will take appropriate and fair corrective actions in response to instances of unacceptable behaviour.

Scope

This Code of Conduct applies to everyone at the Department of Geoscience (GEO). This includes students (full and part time), faculty, and staff as well as guests. It applies both within the Department and when an individual or a group is officially representing the Department in other locations including public spaces. Examples of representing the Department include using an official GEO email address, posting via an official social media account, or acting as an appointed GEO representative. Representation of the Department may be further defined and clarified by departmental management.

Reporting Violations

Instances of abusive, harassing, or otherwise unacceptable behaviour can be reported by contacting your manager/supervisor, trade union representative or one of the contact persons at the Department:

- Marit-Solveig Seidenkrantz, Head of Department (mss@geo.au.dk)
- Thomas Lund Hansen, Head of Secretariat (thomaslhansen@geo.au.dk)
- Charlotte Rasmussen, Laboratory Manager (charlotte.rasmussen@geo.au.dk)

If you are a Ph.D. student you also have the option of contacting the Ph.D. partner at the Faculty Ph.D. school (GSNS), while students at BSc and MSc level students (including visiting students) may contact GEOs course administrator.

Regardless of whom a report is submitted to, the report as well as the identity of the author will be handled with confidentiality and any actions taken thereafter will be conducted in close dialogue with the person reporting the incident.

Enforcement

All reports will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The person, to whom the report is submitted, is obligated to maintain confidentiality with regard to the person reporting the incident. The identity of the person accused will be kept confidential and the accused person will be given the opportunity to explain his/her side of the story. Depending on the severity of the situation there are systems in place at the Faculty, University and societal level to take a response further. The decision to escalate a situation further in these systems will be based on a close collaboration between the contact person and the author of the report and will depend on the severity of the situation.