Code of Ethics and Conduct

of the University of Graz

More than 30,000 people teach, study, and work at the University of Graz. The Code of Values and Conduct forms a binding framework that serves as the foundation for our interactions with one another.

We work for **tomorrow**

UNI GRAZ

Ethics are an expression of how things "should be" and can thus be seen as the "conception of the desirable". In this section, we define the standards preferred and practised at our university in terms of aspirations and attitudes.

A place to meet

Dear members of the University of Graz,
Dear readers,

Our university is a place of encounter, exchange, and the joint creation of knowledge. As a traditional educational and research institution that has existed since 1585, we bear a special responsibility—to society, to science, and to the future.

Our code of values and conduct provides a common basis for our actions. It is our compass, guiding us in how we interact with one another, how we conduct research, teach, and learn, and how we fulfill our responsibilities in a dynamic world.

Our "University Without Borders" strategy is a guiding principle that inspires us to think beyond the familiar. It challenges us to overcome mental, social, geographical, and ideological boundaries. We want to be a university that not only imparts knowledge, but also has the courage to ask uncomfortable questions, develop innovative solutions, and actively address the great challenges of our time.

This code is a living document that is shaped by all of us. It reflects our values: responsibility, diversity, transparency, and quality. Together, we create an environment in which diversity is valued, performance is recognized, and cooperation is encouraged.

I invite you not only to read this code, but to bring it to life. Let us work together to create a university that will continue to be a role model in the future—a university that works for tomorrow.

Yours sincerely,
Peter Riedler
Rector

Learn more about the strategy of the University of Graz here.

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Our Identity

1

We facilitate education, convey knowledge and innovate.

We actively recognise our societal role as an institution for education and research. We provide transparent access to our programmes of study and education while addressing our target groups in different phases and situations in life. Our main goals are to nurture individuals' ability to reflect on societal issues as well as to contribute research results to societal discourse.

We see ourselves as a leading institution providing teaching and research to high standards.

We foster scientific curiosity and offer the freedom to achieve excellence in basic research and innovation research. We strive to treat young researchers in a manner corresponding to our responsibility towards them. We support our students in their intellectual and personal development.

We appreciate our university as a place of work, education and living.

Our Culture

2

We treat one another with respect and appreciation.

We cultivate mutually supportive working relationships that enable individuals' personal and skills development. We appreciate everybody's accomplishments and contributions to academic life.

We deal with conflicts in an objective and constructive manner.

Wherever people work together, conflicts and tensions arise. We engender a culture for resolving conflict in which the integrity and values of others and the differing traditions of their fields of study are preserved. We tolerate a variety of perspectives and practise, even in controversial issues, an open approach to dialogue that focuses on solutions.

We cultivate a culture of conversation in which people with different opinions, backgrounds and life realities meet as equals.

Transparency in Communication

3

We strive to handle information appropriately and responsibly.

We communicate what must, should and may be communicated. We keep confidential information to ourselves.

We listen to each other and provide feedback.

In the event of tensions or conflicts we communicate openly and respond promptly.

We take advantage of opportunities for informal exchange and cultivate a benevolent culture of conversation.

Transparency in Decisions

4

It is important to us that others understand our decisions.

We strive for objective transparency in all relevant decision-making processes. Resource allocation must be open to examination.

We request and provide information.

We are aware of the high priority of transparency in decision processes: transparency requires trust and creates trust.

The transparency of decision processes is an expression of the university's powers of self-government.

Our Responsibility

5

As a university and as members of the university community, we attach importance to assuming our individual, institutional and societal responsibilities.

We consider ourselves part of society as a whole. We understand our educational mission as a mandate for active involvement in societal processes.

We ensure that our students develop realistic professional perspectives.

In a dynamically changing, knowledge-based global society, we strive at providing orientation.

Values foundation

Equal opportunities

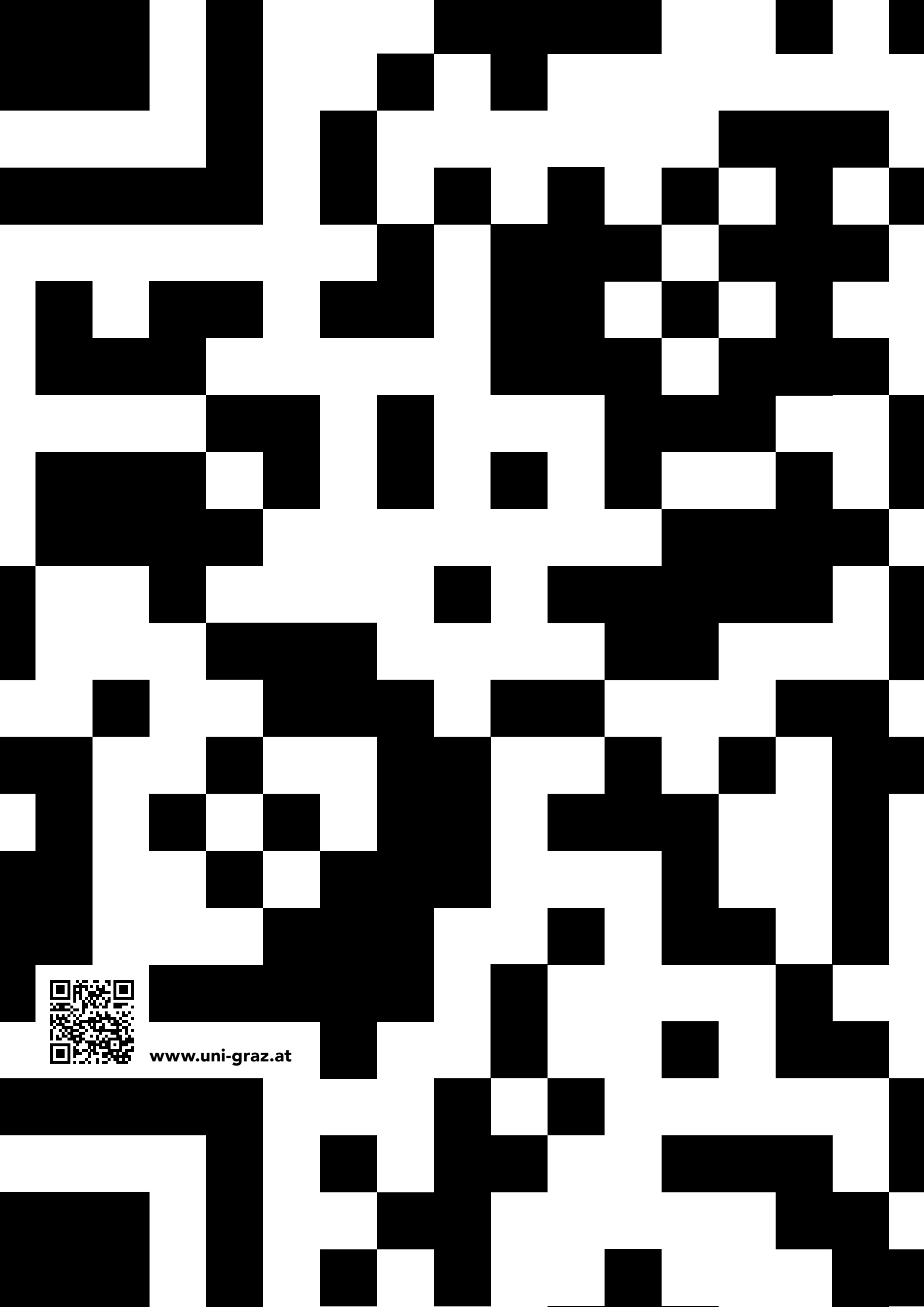
The University of Graz is committed to equal opportunities and antidiscrimination. It promotes a diversity-sensitive environment in which the diversity of students and staff is valued. Transparency in decisionmaking and the promotion of equitable participation and career opportunities are central concerns.

Human rights

Human rights are an integral part of the University of Graz's identity. They shape the respectful way in which people treat each other and the university's social responsibility. With initiatives such as the Human Rights Award and membership in the Scholars at Risk network, the university is actively committed to human rights and diversity—both locally and internationally.

Sustainability

Sustainability is a core principle at the University of Graz, reflected in its teaching, research, and management. The university promotes sustainable development that combines ecological, social, and economic responsibility, and addresses issues related to overcoming global challenges such as climate change and resource scarcity.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