

# CODE OF CONDUCT

## OUR MISSION

The Department of Ecology at Charles University is committed to fostering a harmonious and inclusive academic and social environment where every individual's rights and dignity are recognized and valued.

Our mission within the department emphasizes:

1. Creating a safe environment where **understanding** and **open communication** are foundational;
2. Encouraging all university members to play an **active role in fostering** an environment free from discrimination and harassment;
3. Providing support to students and employees who feel they've encountered prejudiced views or harassment;
4. Establishing a clear mechanism for addressing concerns and facilitating dialogue.

Every employee and student deserves professionalism from their peers. Likewise, they are also responsible for their interactions with others. We believe in:

- Fostering **open communication** in all interactions;
- **Actively discouraging any form of harassment**, and advocating for an open dialogue when issues arise,
- **Assisting those affected by harassment**, ensuring they have access to external assistance and specialized support if needed.

Our department is a mosaic of individuals from various ages, genders, and cultural origins. *What is 'normal' for some, may potentially be offensive and discriminatory for someone else.* Therefore, all members of our department are encouraged to engage in **active listening**, **open-mindedness**, and **seek to understand** the diverse perspectives within our community.

## UNDERSTANDING

### UNWANTED BEHAVIOURS

Harassment and discrimination can take many forms, whether **blatant** or **subtle**, **verbal**, **physical**, **written**, or **digital**. Behaviours that could be perceived as unwanted or inappropriate include, but are not limited to:

- Acts that could be perceived as bullying or discrimination.
- **Comments, jokes, or sayings** that might be interpreted as insulting or offensive based on gender identity, race, marital status, sexual orientation, physical appearance, nationality, religious beliefs, age, and more.
- **'Gaslighting'**, a psychological manipulation (i.e. denial, trivializing, projecting, withholding, countering, or diverting). These actions might make someone question their own perception or feelings.
- **Unsolicited advices or requests.**
- **Comments or gestures** that, even if intended as jokes, might be hurtful to others.
- Any **unwanted physical interaction**, which could include touching, squeezes, brushing against, or putting arm(s) around another person.
- Certain **behaviours or sounds**, such as suggestive whistles or noises.
- **Imbalance of attention**, whether it be positive or negative, directed towards any person or group, potentially affecting a fair work environment.

### CONSULT WITH A LICENSED PSYCHOLOGIST

→ CUNI: <https://centrumcarolina.cuni.cz/CCENG-64.html>

→ F. of Science: **Dr Kočovská**, [psycholog@natur.cuni.cz](mailto:psycholog@natur.cuni.cz)

**Tutors** – student advisors from among the students  
<https://www.natur.cuni.cz/eng/study/tutors>

## WHAT TO DO

**if you experience or witness behaviours that might be perceived as unwelcome?**

- **Speak up!** Do not hesitate to open a dialogue. If someone's behaviour is making you feel uncomfortable, speak up. In many situations, a simple conversation can lead to mutual understanding.
- **Tell someone.** Talk to trustworthy or designated person about the situation. If you feel it's necessary, consider formally reporting it – by doing so, you are *advocating for positive environment for everyone*.
- **Seek advice.** While the above options should be first to consider, there may be times when they are not suitable. If so, reach out to another person equipped to assist you.
- **Keep records.** Maintain a record of the situation encountered, detailing the location, date, time, and possible witnesses. This can help with clarity and future reference.

### SEEK FOR SUPPORT & REPORT

**Student Confident initiative is here for you!** We will keep records and/or mediate a conversation with the individual(s) involved. Remember, you can also choose to **share any concern with us anonymously via form.**

[Find out more!](https://forms.gle/cYkvMjtHz2zcoKAB9) <https://forms.gle/cYkvMjtHz2zcoKAB9>

[Contact us](mailto:confident.ecology@gmail.com) [confident.ecology@gmail.com](mailto:confident.ecology@gmail.com)

**Contact Head of the Department**

**David** [david.horak@natur.cuni.cz](mailto:david.horak@natur.cuni.cz)

### OUTSIDE OF THE DEPARTMENT

**Sexual Harassment**

<https://natur.cuni.cz/eng/aktuality/prevention-of-sexual-harassment>, <https://cuni.cz/UKEN-1381.html>

**CU Ombudsman – Submission of Complaints**

<https://cuni.cz/UKEN-1684.html>