

CODE OF CONDUCT ON DISCRIMINATION IN THE WORKPLACE

It is important for the University of Cologne to be a safe, non-discriminatory and non-violent place to study, teach and work. Therefore, the University of Cologne promotes a culture of responsibility of all members for preventing discrimination. Discrimination is not tolerated.

What does discrimination mean?

Discrimination means disparagement, contempt, disregard, exclusion or violence towards persons on the basis of actual or ascribed group-specific characteristics, such as:

- gender
- sexual orientation/identity
- origin
- disability/illness
- religion/belief
- age
- further individual distinguishing features, e.g. appearance, institutional affiliation in an organisation.

Discrimination is not tolerated

Discrimination will not be tolerated at the University of Cologne. Due to its disruptive and damaging effect on university operations, discrimination constitutes a violation of contractual, service, civil service and/or university law obligations and may also constitute criminal offenses. Please, note the official antidiscrimination guideline of the University of Cologne:

<https://vielfalt.uni-koeln.de/en/anti-discrimination/antidiscrimination-directive-of-the-university-of-cologne>

What to do in case of discrimination?

1. You can seek individual support in your work or study environment.
All persons with teaching, management or training functions are responsible for a respectful and appreciative cooperation in their field of work or study. They are at your disposal as direct contact persons.
2. You can make use of a consultation.
Various counselling centres at the University of Cologne are available to help you if necessary. You will remain anonymous. You will find a list of those on the website:
<https://vielfalt.uni-koeln.de/en/counselling-centres>
3. You can submit an official complaint.
You can do so by contacting one of the complaint bodies listed on the website:
<https://vielfalt.uni-koeln.de/en/counselling-centres>
If you wish, counselling centres can accompany you in the complaints procedure.
4. In case of any kind of discrimination at the UoC you find helpful information at *the Central Office for Protection Against Discrimination and Abuse of Power*: <https://zentrale-vertrauensstelle.uni-koeln.de/en/>
5. In case of experiencing any kind of discrimination at the GSSC, please, contact Martina Gockel, room 3.17, mail: mgockelf@uni-koeln.de or Clemens Greiner, room 3.14, mail: clemens.greiner@uni-koeln.de

I hereby confirm that I have taken note of the Code of Conduct on discrimination in the workplace.

Place and date

signature