



Statement

Kungl. Konsthögskolan is a diverse community of students, staff, and guests, not only in terms of citizenship and national origin, but also in cultural and social background, gender, ethnicity, age, function, sexual orientation, religious beliefs, political preferences and personal values and norms. These people from different backgrounds come to the university to meet and share views, learn from each other, collaborate and work alongside each other.

Kungl. Konsthögskolan endeavours to promote openness, understanding, compassion and participation among individuals and groups. We see diversity as an important and stimulating source of creativity and new thinking for the university and society at large. We strive to build a community of fairness and mutual respect and are committed to creating cooperation and equality and ensuring open dialogue and mutual understanding. We value differences as well as commonalities and promote respect in personal interactions. We want to provide a safe, generous, and encouraging professional and study environment. We care for each other, as well as for our facilities and resources.

Not everything can be captured in rules and codes. Part of acting with integrity is taking responsibility for your own actions, being willing to be accountable for behaviour and having the courage to hold others accountable. This might involve conflict, but we commit to respectfully negotiate with others through moments of tension instead of avoiding them. We are connected to each other.

The Code of Conduct is part of the contract that the university has with students, permanent staff and temporary workers. Kungl. Konsthögskolan's statement including the Code of Conduct is a living document that we read and remind ourselves of annually.

Code of Conduct

Kungl. Konsthögskolan intends to maintain a positive and safe working environment where everyone can develop their talents. Integrity, community, equality, respect, compassion, openness, and attention to other people are of the utmost importance, regardless of their origin, religious beliefs, sexual preferences, function, role or position. It is the responsibility of the University, as well as all those affiliated with the University, to actively promote social

safety within the institution and to contribute in a positive way. Good fellowship, respect and attention to each other are part of the regular interaction within the organisation.

Kungl. Konsthögskolan does not accept or tolerate undesirable behaviour. That is, any form of aggression, violence, discrimination, sexual harassment, racism, bullying or abuse of power at Kungl. Konsthögskolan, by persons affiliated with Kungl. Konsthögskolan, including:

- aggression and violence: verbal, psychological or physical harassment, threats, or assaults.

- discrimination: any kind of insult or distinction based on gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, or age (Discrimination Act, 2008:567).

- sexual harassment: any form of verbal, non-verbal or physical conduct of a sexual nature, the purpose or effect of which is to violate the dignity of a person, in particular when creating a hostile, degrading or aggressive environment.

- bullying: repeated threatening behaviour such as taunting, gossip and ostracism.

One of the purposes of this Code of Conduct is to ensure that everyone is aware of situations where integrity is or may be at stake.

This Code of Conduct is not an isolated set of rules but links to other parts of the University's safety and security work, such as the House Rules.

I hereby certify that I have read and understood the Kungl. Konsthögskolan's Code of Conduct.

Stockholm (fill in date):.....

Sign:.....

Name clarification:.....

My role at the University:

Employed Student Guest teacher/other