

## Code of Conduct for students at ITU

The IT-University of Copenhagen strives to create a welcoming and inclusive environment for all students. In the interest of fostering an environment characterized by equality and respect, students should not behave in a way that offends, intimidates and is hostile, degrading or humiliating to others.

This Code of Conduct applies to all activities taking place on ITU facilities and digital learning spaces (LearnIT), as well as to ITU related social functions that might take place elsewhere such as conferences, happy hours, holiday parties and holiday trips.

### **An open and accountable study environment**

Examples of behavior that contributes to creating a positive environment include:

1. Using welcoming and inclusive language
2. Being respectful of differing viewpoints and experiences
3. Gracefully accepting constructive criticism
4. Focusing on what is best for the community

### **Examples of unacceptable behavior include:**

1. Sexual harassment, discrimination, bullying, violence or violent behavior of any kind
2. Publishing others' private information, such as a physical or electronic address, without explicit permission
3. Other conduct, which could reasonably be considered inappropriate in a professional setting

### **Discrimination and harassment - where to report**

In case of sexual harassment, read [ITU's sexual harassment policy](#) for information on how and where to report.

Any case of discrimination and harassment, based on gender, age, physical ability, religion, sexual orientation, ethnicity or national origin and that is not covered by ITU's sexual harassment policy may be reported.

Students should turn to the student counselors ([studentadvisors@itu.dk](mailto:studentadvisors@itu.dk) or +45 7218 5240) to report instances of abusive, harassing, or otherwise discriminatory behavior from other students or from staff members. Students are encouraged to contact the counselors as early as they feel comfortable. Complaints filed by students will be reported to the Head of Student Affairs & Programmes (SAP).

Students can also contact the Head of Student Affairs & Programmes, Lene Rehder ([lenr@itu.dk](mailto:lenr@itu.dk) or +45 5164 3718), directly with a complain if they so prefer.

The complaints can be filed anonymously if necessary. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The Head of Student Affairs & Programmes has the responsibility to handle the issues.

The Student Counselors and Head of Student Affairs & Programmes are obligated to maintain confidentiality with regard to the reporter of an incident.

### **Positive action**

Please note that certain cases of positive discrimination (or affirmative action) are allowed and regulated by the Danish law through a statutory instrument, the [\*Executive Order on initiatives to promote gender equality \(Access to Equal Opportunities Initiatives Without Exemption\)\*](#). When a group of people is particularly underrepresented in an activity or field, initiatives to counter inequality are encouraged. According to § 2 of the executive order, "it is legal to establish courses etc. for one sex, if it promotes equality between men and women". This applies for example to specific activities such as the IT Camp for Girls organized by ITU.

### **Approval and Evaluation**

The Code of Conduct was approved by the Study Board on the 21st of August 2018 and takes effect immediately. The Study Board will together with the Head of Student Affairs & Programmes review and evaluate the code of conduct in September 2019.

*Updated 16 December 2019: The Executive Management has decided to change the contact person from Head of Studies to Head of SAP, as Head of Studies from November 2019 is a part time position.*

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This Code of Conduct is partially adapted form the [Contributor Covenant](https://www.contributor-covenant.org/version/1/4/code-of-conduct.html), version 1.4, available at <https://www.contributor-covenant.org/version/1/4/code-of-conduct.html>