

ACADEMY OF ART

Ethical principles applicable at the Academy of Art in Szczecin – introduction to visitors to the academy

**This document is based on the
Code of Ethics of the Academy
of Art in Szczecin.**

The Code in its entirety is available
on the Academy's website at:

<https://www.akademiasztuki.eu/Product/kodeks-etyki-akademii-sztuki-w-szczecinie>

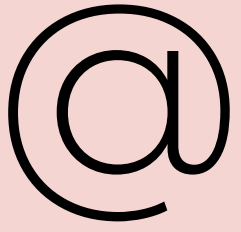


I Basic values / rights / liberties of the Academy of Art in Szczecin

- 1.** The Academy is an arts academy with a creative and innovative approach to the process of broadly defined education in the visual arts and music.
- 2.** Every Student, Employed Person, a Person from outside the Academy Community residing at the Academy has the absolute right to be treated with respect and to have their dignity, freedom of conscience, bodily integrity, intimacy, privacy and sense of safety respected.
- 3.** The Academy does not accept unequal treatment on the grounds of gender, gender identity, sexual orientation, language, world view, religion or belief system, political opinion, nationality, ethnic origin, age, genetic features, disability, economic status or membership of particular social groups. Any manifestation of less favourable treatment (directly or indirectly) on the basis of any of the characteristics referred to in I point. 3. constitutes prohibited discrimination.
- 4.** Behaviour which may be classified as harassment, i.e. any behaviour which has the purpose or effect of violating the dignity of a Student Person, a Staff Person or a Person outside the Academy Community at the Academy and creating an intimidating, hostile, degrading, humiliating or derogatory atmosphere towards them, is unacceptable.

- 5.** Behaviour which is may be classified as sexual harassment, i.e. any unwanted behaviour of a sexual nature relating to sex which has the purpose or effect of violating the dignity of a Student Person, an Academic Staff Person or a Person on the premises of the Academy and, in particular, creating an intimidating, hostile, degrading, humiliating or offensive atmosphere towards them, is unacceptable. Such behaviour may consist of physical, verbal or non-verbal actions. All of these are unacceptable.
- 6.** Behaviour with the purpose of harassment or intimidation of a Student Person, an Employed Person, a Person from outside the Academy Community residing at the Academy, that causes or is objectively likely to cause low self-esteem and that causes or is intended to cause humiliation or ridicule, isolation or elimination from the Academy Community is prohibited.
- 7.** No Person from or outside the academic community shall be compelled in any way to participate in activities that would violate their personal rights, including dignity, freedom, privacy, reputation, intimacy, honour or that would cause them objectively reasonable discomfort.
- 8.** Persons who are members of the Academy Community and Persons who are on the premises of the Academy are obliged respect the principles of culture, respect, responsibility, honesty and impartiality in their mutual dealings. Persons employed by the Academy shall behave courteously and culturally in their dealings with Students, members of the Academy Bodies, other Persons employed by the Academy and with institutions and persons outside the Academy Community and shall provide comprehensive, factual and specific information.

- 9.** In the sphere of sexuality and intimacy, so-called implied consent does not function in the Academy. Any conduct of a sexual nature or in any way relating to sex or sexuality that takes place without the express, free, informed, present and full consent of the person concerned is considered unacceptable. In particular, there can be no question of free consent if it has been obtained, even in the slightest degree, as a result of exploitation, the promise or threat of exploitation or even a reasonable fear of exploitation of a relationship of dependence or subordination.
- 10.** Every Student and every person staying at the Academy has the right to the free expression of his or her personality, which manifests itself, for example, in their personal appearance, dress or behaviour. In situations that are not directly related to the teaching process, the manifestations of this expression may not be restricted in any way, as long as they do not violate the provisions of the Code of Ethics and the generally accepted rules of social coexistence.
- 11.** There is nothing that justifies taking actions against Persons in the Academy that are prohibited under the Code of Ethics of the Academy of Art in Szczecin.



Contact

Please react anytime you witness any discrimination, harassment or unfair treatment.

If you are unsure whether your behaviour is in breach of the Academy of Art in Szczecin's Code of Ethics or have questions about the university's ethical principles – consult the Equal Treatment Officer.

If you feel you have been discriminated against, contact the relevant academic unit or inform the Equal Treatment Ombudsperson or Disciplinary Ombudsperson, you may also benefit from psychological support. Reporting to the Equal Treatment Officer is confidential and any intervention taken will take place with the consent of the person reporting.

Equal Treatment Officer

dr Kaja Depta-Kleśta

e-mail:

kaja.depta-klesta@akademiasztuki.eu

Disciplinary Ombudsman:

dr Arkadiusz Piętak

e-mail:

arkadiusz.pietak@akademiasztuki.eu

Psychologist

e-mail:

psycholog@akademiasztuki.eu



Useful definitions

Discrimination

Discrimination is defined as any unequal, unfair, unfavourable treatment of a person because they belong to a group distinguished by characteristics such as:

- age
- disability
- sexual orientation and identity
- national or ethnic origin
- religious beliefs or opinions
- gender

Any kind of different treatment of a person with a particular characteristic compared to how another person without the characteristic in a similar situation is treated is defined as discrimination. Discrimination is contrary to the principles of equality and fairness, violates human rights.

Example of discrimination

A lecturer makes fun of a student who has come from another country by imitating his accent.

Harassment

Harassment is any unwanted, unethical, inappropriate behaviour with the intention of humiliating, intimidating or injuring another person. Harassment can take many forms: physical, verbal, sexual, emotional, psychological. It can include inappropriate touching, joking, insulting, humiliating, intimidating, blackmailing, persistent behaviour, dissemination of private information without consent, any action intended to humiliate and cause suffering to the harassed person.

Example of harassment

A project manager comments on the appearance of students participating in a project. He stares at the students in an intrusive manner during the conducted classes.

Sexual harassment

Sexual harassment is a form of sexual abuse that involves unwanted behaviour of a sexual nature forced on a person who has not consented or been unable to give consent. Sexual harassment can take many forms, e.g.: inappropriate touching, intrusive gestures, unwanted comments of a sexual manner, inappropriate remarks or mentions of appearance, including uninvited compliments, sending inappropriate content, jokes with sexual overtones, using power or for sexual favours, blackmail, threats related to sexuality. Sexual harassment is a serious violation of dignity and human rights.

Example of sexual harassment

A student makes sexual comments about a model posing during a painting class.