

Status: 17th of July 2025

Why a Code of Conduct?

The HTU wants to create a safe, inclusive and respectful environment at TU Graz in which everyone feels welcome, respected and comfortable. This Code of Conduct serves both as a guide for our interactions and as a basis for dealing with conflicts and rule violations. Our aim is to create a space in which diversity is not only accepted, but actively encouraged.

1. Respect and Inclusivity

We treat each other with respect and create an inclusive atmosphere. Every person - regardless of gender, sexual orientation, origin, religion, language, disability, age or other personal characteristics - should feel safe and valued here.

2. No Place for Discrimination

Discrimination, harassment, bullying or inappropriate behaviour will not be tolerated. This includes but is not limited to racist, sexist, anti-queer, ableist, ageist or anti-trans statements and behaviour. Any form of marginalisation will be actively prevented.

3. Creating a Safe Coexistence

Events and rooms of the HTU, its departments and student representations should offer a safe and respectful environment for everyone. Hostile, toxic or behaviour that crosses boundaries has no place here. Members of the HTU are required to intervene respectfully and - if necessary - to take measures to ensure the safety of all.

4. Mindful and Inclusive Communication

Our communication is open, respectful and sensitive. We actively listen, respect chosen pronouns and identities and refrain from personal attacks. We resolve conflicts objectively and respectfully.

5. Respecting Personal Boundaries

Every person has individual boundaries - these must always be respected. Peer pressure - for example when consuming alcohol - is not tolerated. A no is a no and nobody has to justify it. This also applies to fun and humour - 'It was only a bit of fun' is not an excuse.

Fun and humour end where boundaries are crossed.

6. Responsibility and Role Model Function

Everyone bears responsibility for respectful cooperation. People in management roles in particular are role models and act consistently and transparently in the event of misbehaviour. Please speak up if you observe something that violates our Code of Conduct. We can only improve if we address and correct our misconduct respectfully.

If you observe something that violates our Code of Conduct: **Speak up!**

7. Preventative Action

A respectful environment begins with conscious and attentive action. We encourage everyone to address problematic behaviour or seek help at an early stage - even if no incident has (yet)

taken place. The aim is to create a common understanding of where the behavioural boundaries are and why they are important.

8. Dealing with Conflicts

Conflicts are part of working together. The important thing is how we deal with them: respectfully, constructively and in a solution-orientated manner. If necessary, a neutral person can be called in to mediate. If conflicts cannot be resolved internally, we call in external support.

9 Confidentiality and Data Protection

Personal information is treated confidentially - particularly sensitive data such as sexual orientation, gender identity, experiences or contact details. Members of the HTU who are entrusted with such information in the course of their work are obliged to maintain confidentiality.

10. Alcohol and Drug Consumption

Alcohol and other substances are to be consumed responsibly. There is no compulsion to drink or participate. Safety, consideration and respect are paramount.

11. Behaviour in Digital Spaces

This code also applies in digital spaces - e.g. on social media, in group chats or online meetings. Cyberbullying, hate speech, inappropriate messages or the dissemination of confidential information are prohibited. Administrators have a special responsibility to intervene at an early stage.

12. Support in the Event of Incidents

Those affected by discriminatory or boundary-crossing behaviour are not left alone. The HTU offers confidential internal contact points to which students can turn if they experience abuse of power or discriminatory behaviour within HTU structures - especially if it is not possible or desired to address the person concerned directly. In doing so, we see ourselves as solidarity contact persons who can listen, support and, if necessary, assist in the search for further external help. However, we would like to point out that we have no professional training or therapeutic qualifications.

13. Consequences of Violations

Violations of this Code of Conduct have consequences. Depending on the severity, this may result in measures such as exclusion from events, digital account blocking or long-term exclusion from the HTU. Every sub-organisation within the HTU (departments, student representations, laboratories, etc.) is obliged to take action against misconduct within the organisation. The HTU also offers support for this and reserves the right to intervene in the event of inactivity. We reserve the right to take legal action in the event of serious violations of the Code of Conduct.

14. Cooperation with Other Organisations

We act in solidarity with other student unions, associations and initiatives in Graz and beyond. These include queer, feminist and sustainability initiatives. Co-operation is based on mutual respect. In particular, the rules of conduct of the cooperation partners are taken into account and compliance with the HTU Code of Conduct is demanded.

15. Regular Review

The Code of Conduct is reviewed annually and - if necessary - adapted. All members are invited to provide feedback and actively help shape the CoC.

Contact and Contact Points

HTU structures and contact points (including email addresses, opening hours and services) can be found on our website. Confidentiality and support are our top priority.