



YUFE Code of Conduct (The Code)



The YUFE Alliance wants to bring a radical change by becoming the leading model of a young, student-centred, non-elitist, open and inclusive European University based on the cooperation between higher education institutions, public and private sector and citizens (University+ ecosystem).

This vision can only be realised if the lived experiences of the YUFE community¹ reflect what we stand for: our Values.

This requires creating truly inclusive environments in which every member of the YUFE community takes personal responsibility for upholding the YUFE values in everything they do; from how they interact and collaborate with others to how they plan and carry out activities.

Our Code of Conduct describes the attributes that characterise a member of the YUFE community.

All members of the YUFE community must behave in ways that are consistent with The Code and, where the behaviour of others falls short, encourage them to do the same.

¹ In this context, the YUFE community is described in the proposal: students, staff, citizens and businesses/entrepreneurs.

The Code

A member of the YUFE community:

Acts kindly towards others

- Looks out for others and offers help when they see someone struggling
- Shows appreciation for the contribution and efforts of others
- Shows thoughtfulness in words and deeds

Adopts a positive attitude

- Views setbacks and challenges as learning experiences
- Supports colleagues when things go wrong
- Is open to receiving constructive criticism or feedback

Communicates respectfully

- Considers the potential impact of their words and actions on others
- Embraces the diversity of languages spoken among the YUFE community
- Gives feedback and shares views with civility

Wants to learn from others

- Actively seeks the views of a diverse range of people
- Shows genuine interest in the experiences, backgrounds and cultures of others
- Engages in personal and professional development activities

Practices self-reflection

- Recognises their own abilities and limitations of competence and is not afraid to ask for help and advice
- Apologises when they behave inappropriately
- Is aware of their privileges and advocates for those without privilege

Takes personal responsibility

- Is accountable for their actions
- Respects confidentiality
- Acknowledges when they are wrong

Role models the YUFE values

- Challenges inappropriate behaviour
- Takes steps to minimise the impact of their biases
- Encourages others to promote diversity and inclusivity

The YUFE Code of Conduct links with the YUFE Diversity and Inclusivity Strategy, the YUFE Staff Development Policy and the YUFE D&I Checklist, which provides specific examples of how to embed diversity and inclusivity in all YUFE activities.

If you experience or witness any behaviours that do not uphold The Code and would like to discuss this, or if you have any suggestions as to ways YUFE partners can encourage compliance with The Code, please contact one of our YUFE D&I Ambassadors.