

Code of Conduct Transgressive Behaviour Hasselt University

Approved by the Board of Directors on 13.06.2024



Vision of Transgressive Behavior (GOG) Hasselt University

Hasselt University wants to create a safe and inclusive learning, living, and working environment for its students, staff, and visitors. Its policies focus on a positive attitude towards diversity and inclusion and open communication where boundaries are indicated and respected. Hasselt University does not tolerate discrimination, abuse of power, and other transgressive behavior. Should transgressive behavior occur, Hasselt University strives for a transparent and precise framework for the parties involved.

A legislative framework for Transgressive Behaviour higher education is provided by [The Decree on Transgressive Behaviour in Higher Education](#). Hasselt University uses the following definition of transgressive behavior based on the definition in the decree: *When another person's behavior crosses your personal boundary, we speak of undesirable or transgressive behavior. Whether behavior is acceptable or not is in itself a subjective matter. What is acceptable behavior for one person is not necessarily so for another. Cultural and societal norms can affect what behaviors are or are not sufficient. Transgressive behavior can include abuse of power, bullying, discrimination, crossing cultural boundaries, unwanted sexual behavior, and violence (psychological, physical, verbal or sexual).*

Hasselt University strives for a learning, living, and working environment in which:

- Students, staff, and visitors can feel valued and accepted and can (further) develop mutual trust.
- Discriminatory and transgressive behavior (physical, verbal, psychological, sexual), consciously or unconsciously, is not accepted.
- Actively (co-)working on a resilient and reflective climate to (further) learn to deal with their own boundaries and the boundaries of others and to communicate about them.
- Everyone is allowed to be themselves and feel respectfully approached and accepted for their uniqueness.
- Everyone experiences the safety to talk about transgressive behavior in all its forms: addressing when one witness, discussing when one is addressed for (un)conscious transgressive behavior, offering help to victims, signaling to the environment, etc.
- We work together to strengthen a culture of caring and well-being of all involved within Hasselt University, from which people are encouraged to make choices with integrity, as described below.

Code of Conduct on Transgressive Behavior ¹

The code of conduct stems from Hasselt University's [mission and vision](#). The code of conduct of GOG Hasselt University is linked to the ongoing policy plans within Hasselt University Education and Inclusion.

In cooperation with Hasselt University, active collaboration is expected from the student, staff member, or visitor to ensure a safe and inclusive learning, living, and working environment for all. This translates into the following.

Code of Conduct on Transgressive Conduct:

- We help **build a** University where we approach each other with a **curious, respectful, and open attitude**. We embrace and value difference and are committed to approaching it with curiosity and respect for the other person.
- We create **speaking space** for each other so everyone feels safe to engage, develop, and differ.
- Each person is different; we expect to learn to **know** our and each other's **boundaries** and (learn to) adapt to and (**respect**) them.
- We treat each other with care and respect each other's boundaries. There is no room for transgressive and discriminatory behavior. As **active bystanders**, we address others when we notice this behavior, dare to talk about it when we experience it ourselves, or when we (doubt that we) have crossed someone else's boundaries ourselves.
- We treat each other **respectfully** in person, through email, online, and... in short, through **all communication channels**.
- Everyone at Hasselt University has a **responsibility to develop knowledge about and sensitivity to behavior that cannot be tolerated**. Every report, every appeal, and every (unintentional) expression of boundary transgression is taken seriously and dealt with by including it in the curriculum as a learning opportunity by involving the competent services, Specifically for authority figures; we expect awareness about the possession of power and the implications associated with this aspect of their role.

¹ 'We' in the code of conduct stands for Hasselt University and all its staff, students, and visitors. The code of conduct applies to them.

- We adhere to applicable laws, regulations, internal rules, and charters at Hasselt University.²

As a University, we are responsible to:

- provide reporters with a **low-threshold, accessible contact point**³ where any question or report of transgressive behavior is taken seriously, treated with due care in a confidential setting, and where further steps can be taken (with the explicit consent/agreement of reporter/associated persons, or ex officio by the confidential advisor under the conditions stipulated in the decree).
- invest in prevention to prevent transgressive behavior in all its forms. Among other things, by working on **inclusion, diversity, clear communication, and training**.
- in case of transgressive behavior, take action through appropriate follow-up steps ranging from raising awareness to starting (internal) procedures..

²Students:

<https://www.uhasselt.be/en/info-for/current-students/lessons-and-exams/student-regulations-i-e-eel-and-internal-appeal>

Staff: <https://intranet.uhasselt.be/en/organisation-and-policy>

³ Students:

<https://www.uhasselt.be/en/info-for/current-students/guidance-and-support/contact-point-unacceptable-behavior>

Staff:

<https://www.uhasselt.be/en/info-for/current-students/guidance-and-support/contact-point-unacceptable-behavior>