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CHARM-EU Dignity and Respect Statement

1. Context

In CHARM-EU, we believe in fostering an open and welcoming atmosphere, where all forms of diversity are recognised, respected, and seen as a source of strength and benefit to our educational programmes and everyone's learning.

How we interact with one another affects the integrity of the CHARM-EU's academic and workplace environments. We help support a climate of respect, accountability, honesty, and integrity in the community as described in one of our core values - **Inclusiveness**.

The right to dignity of staff and service users in higher education is mandated by several legislative directives under national and EU law **(refer Section 9).** These are values that EU Member States share and they are articulated in Article 2 of the Treaty of Lisbon and the Council of the European Union recommendation on common values, Inclusive Education, and the European Dimension of Teaching[1]

2. Purpose

This position statement communicates CHARM-EU's organisational culture and how our values and principles are implemented across our activities, community, and stakeholders.

3. Benefits

3.1 The document provides simple, tangible actions to foster an inclusive environment.

3.2. Provides information to assure that staff and students are aware of dignity, respect and inclusiveness as one of the core values of CHARM-EU and its implementation

[1] 22 May 2018

throughout relevant policies and protocols that refer to inclusion, diversity, and non-discrimination.

3.3. Provides staff and students a guide for treating each other with dignity and respect and that they have the right to object to unacceptable behaviour.

3.4. Help reduce dignity and respect violations by creating a culture of inclusivity, trust, respect, and collegiality.

3.5. Demonstrates that complaints are taken seriously and guides staff and students to address issues swiftly, empathetically, and confidentially.

4. Scope

4.1 This statement applies to all CHARM-EU staff and students and to third parties engaged by CHARM-EU and who interact with staff or students in the conductof their role.

4.2. This statement applies to all modes of interaction whether that be face-to-face, online or blended, synchronous or asynchronous.

5. Principles

5.1 All staff and students are entitled to work and study in an environmentthat upholds their dignity and respect and facilitates them in performing well and achieving their potential.

5.2. Inclusivity - The inclusivity statement described in the CHARM-EU Master's in Global Challenges for Sustainability module descriptors supports all educators implementing our alliance's values, mission, vision. It informs students about the commitment to creating inclusive and supportive teaching and learning environments.

5.3. CHARM-EU prohibits any discrimination on any grounds and does not tolerate any form of bullying and harassment. This approach is warranted because violations of a person's dignity and respect can lead to a culture that disrespects, undermines, and belittles people, violating our publicly stated values, mission, and purpose.

6. Commitments

6.1. CHARM-EU will take the following steps to help prevent breaches of a person's dignity and respect, including bullying, harassment, and incidents of impolite and discourteous behaviours.

6.1.1. Ensure that staff and students are aware of inclusiveness as one of the core values of CHARM-EU and its implementation throughout relevant policies and protocols that refer to inclusion, diversity, and non-discrimination.

6.1.2. Inform staff and students about the CHARM-EU organisational structure and the CHARM-EU Inclusiveness Team mandate and scope of activities.

6.1.3. Communicate to staff and students that everyone is responsible for treating each other with dignity and respect and that they have the right to object to unacceptable behaviour experienced by either themselves or others.

6.1.4. Reduce dignity and respect violations by creating a culture of inclusivity, trust, respect, and collegiality.

6.1.5. Treat complaints seriously and address issues swiftly, empathetically, and confidentially

6.1.6. Act objectively, fairly, and consistently when dealing with reported breaches of dignity and respect.

6.1.7. Assure staff and students that CHARM-EU consequences for violations of dignity and respect are upheld.

6.1.8. Encourage staff and students to engage in relevant training opportunities through their local institutions and as offered by CHARM-EU, e.g., unconscious bias, intercultural communication, active listening, etc.

7. Responsibility

7.1 CHARM-EU DEI Office

8. Related Documents

8.1 Legislation

8.1.1. Ireland: Section 42 (Public Sector Duty) of the Irish Human Rights and Equality Commission Act 2014; Equality Acts 1998-2015 - The Employment Equality Acts 1998-2015 – A Summary - IHREC; Equal Status Acts 2000-2018 - Equal Status Acts - IHREC - Irish Human Rights and Equality Commission

8.1.2. **Hungary:** 2003. CXXV. On equal treatment and the promotion of equal opportunities Act, 2011 CCIV. Higher Education Act)

8.1.3. **The Netherlands**: (AWGB 2015; WHW 2022;). Equal Treatment Act https://wetten.overheid.nl/BWBR0006502/2015-07-01 Higher education and Research Act (WHW) https://wetten.overheid.nl/BWBR0005682/2022-07-02

8.1.4. **Spain:** 2022, Law 3/2022 BOE.es - BOE-A-2022-2978 Ley 3/2022, de 24 de febrero, de convivencia universitaria.

8.1.5. **France**: article L.123-2 from the Code of Education, Law n° 2005-102 for equal rights and opportunities, participation and citizenship of people with disabilities; Law “ORE” (Student orientation and achievement); Article 80 of the Public Service Transformation Law n° 2019-828; Decree No. 2020-256 of March 13, 2020 on how to report acts of violence, discrimination, harassment and sexist acts in the public service

8.1.6. **Germany:** (AGG 2006; BGleiG 2015; relevant state-level equality legislation). General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz – AGG), 2006. Federal Equality Act

(Bundesgleichstellungsgesetz – BGleiG), 2015. Relevant state-level equality legislation (Landesgleichstellungsgesetze or equivalent legislation).

8.1.7. **Norway:** Protection against discrimination and harassment is regulated through the Norwegian Equality and Anti-Discrimination Act. Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act) - Lovdata. A safe and inclusive working environment is ensured through the Norwegian Working Environment Act. Act relating to the working environment, working hours and employment protection, etc. (Working Environment Act) - Lovdata. The Universities and University Colleges Act requires institutions to provide a safe and sound learning environment for students. Act relating to universities and university colleges (Universities and University Colleges Act) - Lovdata. UiB has institutional policies and procedures for preventing and handling harassment, bullying and discrimination. Guidelines on conflicts, bullying, harassment and sexual harassment involving students at the University of Bergen | UiB

8.1.8. **Finland**

- **Constitution of Finland (731/1999)** – establishes the fundamental principle of equality and prohibition of discrimination.
- **Non-Discrimination Act (1325/2014)** – provides the central legal framework for preventing discrimination and promoting equality.
- **Act on Equality between Women and Men (609/1986)** – specifically addresses gender equality and discrimination based on sex, gender identity and gender expression.

Additional relevant legislation

- **Universities Act (558/2009)** – provides the legislative framework governing Finnish universities and university education.
- **Occupational Safety and Health Act (738/2002)** – provides the occupational safety and health framework relevant to harassment and inappropriate treatment in the workplace.

- **Act on the Provision of Digital Services (306/2019)** – provides the national legal framework for accessibility requirements concerning digital services.

Together, these six Acts provide a broader legal framework for equality, non-discrimination, dignity, respect and inclusion in Finnish higher education. The Constitution, the Non-Discrimination Act and the Act on Equality between Women and Men establish the core principles of equality and protection against discrimination. The Occupational Safety and Health Act complements these by addressing harassment and inappropriate treatment in the workplace. The Universities Act provides the specific legislative framework for universities and higher education, while the Act on the Provision of Digital Services adds the important dimension of digital accessibility. Taken together, these six Acts provide a well-rounded basis for the Finnish section of the CHARM-EU Dignity and Respect Statement.

8.2 CHARM - EU Policies and Regulations

8.2.1. Services Policy

8.2.2. Complaints Policy

8.2.3. Complaints Procedure

8.2.4. Inclusivity statement

9. Document Control

9.1 Date of initial approval: Academic Council 04/11/2026

9.2 Date policy effective from: 04/11/2026

9.3 Date of next review: Academic Year 2028/2029