

# Maastricht University Rules of Conduct

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## Introduction

These Rules of Conduct give a general description of the core values and norms within Maastricht University (UM) that shape our behaviour. How do we wish to interact with each other? This applies to interaction among as well as between staff and students. The objective of the Code of Conduct is to provide clarity about rules of conduct, offering the possibility to hold someone accountable for undesirable behaviour.

UM staff and students behave in good conscience, in conformity with these Rules of Conduct. They are accountable to comply with them, and they can also hold others accountable who do not comply. UM wants to offer its staff and students a pleasant, inspiring and safe work and academic atmosphere. Complying with the Rules of Conduct can have a positive influence on the work and academic environment as well as on staff and student satisfaction.

The Rules of Conduct are based on general principles and are intended in their entirety as a comprehensive document. In that sense, these Rules of Conduct function as an overarching framework for specific internal (house) rules, the code of conduct on integrity, complaints procedures, even sanctions stipulated in regulations. The Rules of Conduct present the principles of how we wish to interact with each other, thus offering a foundation to fall back on for staff and students when specific regulations are unclear or inadequate.



### **UM Rules of Conduct**



### **UM-wide Codes of Conduct**



### **Codes of conduct and regulations per faculty or service centre**

When applicable, the Rules of Conduct will link to the corresponding specific and/or decentralised codes and regulations. A complete overview can be found below in this document.

## Mission

Maasticht University is a research university where fundamental and applied research are inextricably linked to education and educational renewal. UM's mission and strategy are based on four basic principles, which are reflected in all of our activities:

- Being an innovator in the field of academic education and research;
- Having an inclusive approach, opening our doors to all students and staff who fit in with our profile and endorse our core values;
- Taking our social responsibility seriously by emphasising the relationship between the university and society at all levels, locally to globally;
- Being a sustainable institution in the widest sense.

## Core values for behaviour

Several core values that set the tone for how we interact with each other, internally as well as externally, are inextricably linked to our mission. These values apply to anyone who is part of the UM community, be it staff or students.

Managerial, academic and support **staff** and students must respect, value and motivate each other. UM expects its staff to act professionally, continue developing and stay engaged in order to bring their knowledge and competencies to a higher level for the benefit of students. To accomplish our objectives and, where possible, achieve synergy, Maastricht University encourages collaboration among staff and among students, as well as between staff and students.

As a **student** in our university you prepare for a career in society with a position of responsibility. This requires intellectual passion, an optimal contribution to problem-based learning, the *international classroom*, societal involvement, and the ambition to want to learn and develop and to continue to do so in the future.

The **core values** are further concretised through the way in which we interact with each other within UM, as well as in the outside world when we represent the university in some capacity or role.

### *Respect, Honesty and Reliability:*

First of all we should be able to count on each other: among staff, among students, and in cooperation with each other. Respect, integrity, taking responsibility and self-reflection are the core concepts here.

### *Recognising and valuing professionalism:*

From their own field of expertise, knowledge and experience, staff and students contribute to an inspiring work and academic climate. We value each other's contribution in word and gesture. Professionalism, collaboration, results orientation are the core words here.

### *Development-oriented:*

All staff and students will be encouraged by their supervisor or lecturer to develop and improve themselves. Setting goals, giving each other feedback, self-reflection and ambition are the core words here.

### *Innovative:*

Keeping abreast of developments, being open to others' input to bring your own core task to a higher level, coming up with and developing new ideas – that requires some daring, a critical perspective, the ability to recognise opportunities, and readiness to change. Staff and students must encourage each other in this process.

### *Being aware of your surroundings:*

Being aware of your surroundings means that you are aware of the larger societal community that you are part of and realise that your actions, as a UM staff member or student, have an effect on the outside world.

*For other rules about these basic principles (and sanctions when they are not respected), we refer to:*

- **UM House Rules:** rules that apply to everyone for the buildings and premises of UM. These rules also include sanctions for infringements.
- **UM Code of Conduct on Integrity and the including rules:** tools and rules for ethical behaviour for staff;
- **UM Student Charter;**
- **Complaints and Disciplinary Procedure for Inappropriate Behaviour;**
- **Code of Conduct introduction period student associations (commissie KennismakingsTijden Maastricht);**
- **Internal Regulations and Codes of Behaviour within the faculties and service centres;**
- **Regulation for Disciplinary Measures for Neglect of Duty.**

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