

Code of Conduct of the Graduate School for East and Southeast European Studies at Universität Regensburg (GS OSES^{UR})

Update: 4 September 2025

People of a great diversity of genders, lifestyles, religions, and cultural and social backgrounds encounter each other at the **Graduate School for East and Southeast European Studies at Universität Regensburg (GS OSES^{UR})**. Our goal is to realize a democratic and participative Graduate School where multi-faceted and open-minded research can thrive and where a constructive culture of discussion prevails.

In order to produce the atmosphere necessary to realize these aims, it is crucial that we engage with each other with respect, friendliness and solidarity. We oppose any form of unfairness, harassment, bullying and discrimination. We understand this to include discrimination based on age, visible and invisible disabilities, gender and sex¹, gender identity, sexual orientation, religious belonging, family circumstances, and ethnicity. We strive for cooperation and collegiality among all members of the Graduate School, thus enabling critique, open discussion and participation.

In our discussions, we value all contributions and treat ideas respectfully. We are aware that we draw on diverse intellectual and disciplinary cultures, and that English or German are not always a first (or indeed second) language. It is of great importance that everyone receives the time and space required to articulate their ideas.

If anyone behaves in a discriminatory manner this has an impact not only on the individual but also on our community. We want to offer protection in particular from racist and sexist acts of aggression and the abuse of power. The doctoral researchers' representatives and equal opportunities officers together with the management of the Graduate School will look into all ethically inappropriate behaviour. Those affected will be offered protection and those involved will be listened to; where appropriate, steps will be taken to resolve the issue and/or (legal) measures implemented.

Unfairness, harassment, bullying and discrimination include, for example²:

¹ The terms are employed here as open categories in the sense of gender and sexual diversity (GSD).

² See the Guidelines for Dealing with Discrimination, Sexual Harassment and Conflicts at Universität Regensburg: Handlungsleitfaden zum Umgang mit Diskriminierung, sexueller Belästigung und Konflikten an der Universität Regensburg: https://www.uni-regensburg.de/assets/chancengleichheit/ch/handlungsleitfaden_umgang_mit_konflikten_20200323_u-p.pdf and [Umgang mit sexueller Belästigung & sexualisierter Gewalt - Universität Regensburg](#) (Accessed 18.3.2025)

- Disparaging remarks that make use of stereotypes and involve unequal treatment of social groups (for example homophobic, racist and sexist comments)
- Remarks that are offensive, hurtful or intimidating
- Lewd jokes; sexist remarks relating to appearance, behavior or a person's private life; inappropriate physical contact
- Social exclusion by making false claims, withholding information, and ridiculing someone.

By signing this Code of Conduct, I commit to upholding all of the principles outlined above and to fulfilling the objectives outlined in the GS OSES^{UR} equal opportunities policy (*Gleichstellungskonzept*) throughout my membership of the Graduate School.

Date

Signature

Contacts

Should you have concerns related to any of the points outlined in this Code of Conduct or should you observe that someone is experiencing discrimination or harassment, you are asked to contact in complete confidence the equal opportunities officers Sabine Koller and Julia Herzberg, the managing director of Graduate School Heidrun Hamersky, or any of the people mentioned below.

Anyone who feels that they are facing discrimination or feels threatened can turn at any time to any of the contact persons below. It is recommended that any incidents be documented in written form and discussed with a trusted contact at the Graduate School or in the relevant Faculty.³

Jun. Prof. Dr. Juliane Tomann, Equal Opportunities Officer at the Graduate School

PD Prof. Dr. Natali Stegmann, Deputy Equal Opportunities Officer at the Graduate School

Magdalena Daller M.A., Doctoral representative

Prof. Dr. Maria Thurmair, Women's representative of the SLK Faculty

Dr. rer. pol. Gabriele Griesche-Heindl, Women's representative of the PKGG Faculty

³ For any changes in personnel, please check the relevant web pages: <https://www.gsoes-ur.de/people>, for the PKGG Faculty: <https://www.uni-regensburg.de/philosophie-kunst-geschichte-gesellschaft/fakultaet/frauenbeauftragte/index.html> and SLK: <https://www.uni-regensburg.de/sprache-literatur-kultur/fakultaet/startseite/gleichstellung/index.html>. (Accessed: 18.3.2025)