Code of Conduct

Our Mission

The Department of Ecology at Charles University is committed to fostering a harmonious and inclusive academic and social environment where every individual’s rights and dignity are recognized and valued.

Our mission within the department emphasizes:

1. Creating a safe environment where understanding and open communication are foundational;
2. Encouraging all university members to play an active role in fostering an environment free from discrimination and harassment;
3. Providing support to students and employees who feel they’ve encountered prejudiced views or harassment;
4. Establishing a clear mechanism for addressing concerns and facilitating dialogue.

Every employee and student deserves professionalism from their peers. Likewise, they are also responsible for their interactions with others. We believe in:

- Fostering open communication in all interactions;
- Actively discouraging any form of harassment, and advocating for an open dialogue when issues arise,
- Assisting those affected by harassment, ensuring they have access to external assistance and specialized support if needed.

Our department is a mosaic of individuals from various ages, genders, and cultural origins. What is ‘normal’ for some, may potentially be offensive and discriminatory for someone else. Therefore, all members of our department are encouraged to engage in active listening, open-mindedness, and seek to understand the diverse perspectives within our community.

Understanding Unwanted Behaviours

Harassment and discrimination can take many forms, whether blatant or subtle, verbal, physical, written, or digital. Behaviours that could be perceived as unwanted or inappropriate include, but are not limited to:

- Acts that could be perceived as bullying or discrimination.
- Comments, jokes, or sayings that might be interpreted as insulting or offensive based on gender identity, race, marital status, sexual orientation, physical appearance, nationality, religious beliefs, age, and more.
- ‘Gaslighting’, a psychological manipulation (i.e. denial, trivializing, projecting, withholding, countering, or diverting). These actions might make someone question their own perception or feelings.
- Unsolicited advices or requests.
- Comments or gestures that, even if intended as jokes, might be hurtful to others.
- Any unwanted physical interaction, which could include touching, squeezes, brushing against, or putting arm(s) around another person.
- Certain behaviours or sounds, such as suggestive whistles or noises.
- Imbalance of attention, whether it be positive or negative, directed towards any person or group, potentially affecting a fair work environment.

What to Do

If you experience or witness behaviours that might be perceived as unwelcome?

- **Speak up!** Do not hesitate to open a dialogue. If someone’s behaviour is making you feel uncomfortable, speak up. In many situations, a simple conversation can lead to mutual understanding.
- **Tell someone.** Talk to trustworthy or designated person about the situation. If you feel it’s necessary, consider formally reporting it – by doing so, you are advocating for positive environment for everyone.
- **Seek advice.** While the above options should be first to consider, there may be times when they are not suitable. If so, reach out to another person equipped to assist you.
- **Keep records.** Maintain a record of the situation encountered, detailing the location, date, time, and possible witnesses. This can help with clarity and future reference.

Seek for Support & Report

Student Confident initiative is here for you! We will keep records and/or mediate a conversation with the individual(s) involved. Remember, you can also choose to share any concern with us anonymously via form.

Find out more! https://forms.gle/cYkvMjtHz2zcoKAB9
Contact us: confident.ecology@gmail.com

Contact Head of the Department

David david.horak@natur.cuni.cz

Outside of the Department

Sexual Harassment
CU Ombudsman – Submission of Complaints

Tutors – student advisors from among the students
https://www.natur.cuni.cz/eng/study/tutors