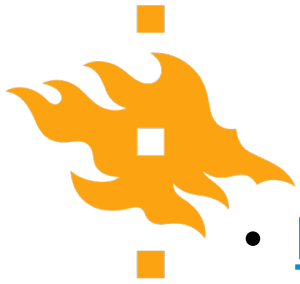




EVERYDAY TIPS FOR IMPLEMENTING KUMPULA CODE OF CONDUCT

Hanna Vehkamäki & INAR-equality and work well-being group



KUMPULA CODE OF CONDUCT

- <https://www.helsinki.fi/en/faculty-science/faculty/kumpula-campus-code-conduct>

Truth and Knowledge

- We are guided in our actions by our core values of truth and knowledge, autonomy, creativity, critical mind, edification and wellbeing.
- We take as a starting point for our research, teaching, learning and other activities the pursuit of truth and new knowledge.
- We respect and value difference.
- We are open to new ideas and approaches.
- We structure our efforts so that others can get involved, and continue or extend our work.
- We do not deceive others, whether by unintentional omission or by deliberate respect the privacy of others, and the confidentiality of information.
- We do not commit plagiarism, or misinterpret or falsify data.

Critical mind

- We demonstrate fairness and impartiality.
- We define clear and realistic objectives for our activities.
- When offering others feedback or criticism, we do so constructively and without harshness.
- We do not allow outsiders to affect our judgement or interfere with our skills or specialised knowledge.
- We strive for openness of meaning, tolerance for different opinions and moralistic language.
- We show flexibility and willingness to adapt to change.
- We address conflict proactively and impartially.

Edification

- We promote versatile education, in-depth learning and the development of problem-solving skills within the University and across society.
- We offer our learning and research results for the service of society.
- We educate experts who can make a positive contribution to the world.
- We promote sustainability in all our activities, such as teaching, research, processes and practices.
- We exercise critical judgement in our public comments and activities (including social media) in order to uphold the good reputation of the Faculty of Science.

Autonomy

- We recognise that our behaviour may reflect upon Science.
- We respect the limited human, financial and University community.
- We advise and guide each other where necessary.
- We exercise adequate supervision where appropriate.
- We do not abuse our authority or exert undue influence for ourselves.
- We are familiar with, and respect, the rights of others.
- We avoid conflicts of interest.

Creativity

- We are open to new ideas and approaches.
- We value all areas of academic endeavour equally highly.
- We keep up-to-date with developments that affect our work, studies or research.
- We apply our learning, skills and professional experience constructively for the benefit of all.
- We share any knowledge that could benefit each other in our work or studies.
- We adopt alternative approaches in order to generate new thoughts and concepts.
- We give credit to others for their contributions.

Wellbeing

- We treat others with tolerance, courtesy and mutual respect, maintaining good working and learning relationships with all.
- We promote diversity and inclusiveness, both in terms of personal characteristics and professional skills.
- We refrain from unpleasant or disparaging remarks or actions on the basis of gender, gender identity, age, religion or belief, nationality, culture, ethnicity, race, sexual orientation, seniority, health, disability, family situation, pregnancy or caring responsibilities.
- We abstain from, actively discourage and report all forms of discrimination, harassment and abuse.
- We promote and maintain a safe and healthy environment. We look after our own and others' mental and physical health.



KUMPULA CODE OF CONDUCT 2019

- <https://www.helsinki.fi/en/faculty-science/faculty/kumpula-campus-code-conduct>

Truth and Knowledge

- We are guided in our actions by our core values of truth and creativity, critical mind, edification and wellbeing.
- We take as a starting point for our research, teaching, learning and pursuit of truth and new knowledge.
- We respect and value difference.
- We are open to new ideas and approaches.
- We structure our efforts so that others can get the most out of them.

Critical mind

- We demonstrate fairness and impartiality.
- We define clear and realistic objectives for our work and each other.
- When offering others feedback or criticism, we do so with respect and without harshness.
- We do not allow outsiders to affect our judgement or interpretation of our skills or specialised knowledge.
- We strive for openness of meaning, tolerance for different opinions and moralistic language.
- We show flexibility and willingness to adapt to change.
- We address conflict proactively and impartially.

Wellbeing

- We treat others with tolerance, courtesy and mutual respect, maintaining good working and learning relationships with all.
- We promote diversity and inclusiveness, both in terms of personal characteristics and professional skills.
- We refrain from unpleasant or disparaging remarks or actions on the basis of gender, gender identity, age, religion or belief, nationality, culture, ethnicity, race, sexual orientation, seniority, health, disability, family situation, pregnancy or caring responsibilities.
- We abstain from, actively discourage and report all forms of discrimination, harassment and abuse.
- We promote and maintain a safe and healthy environment. We look after our own and others' mental and physical health.

- We offer our knowledge, skills and experience to the benefit of the community.
- We educate, train and mentor students, staff and the public.
- We promote sustainable and responsible practices.
- We exercise critical judgement in our work and in the media in order to uphold the good reputation of the University.

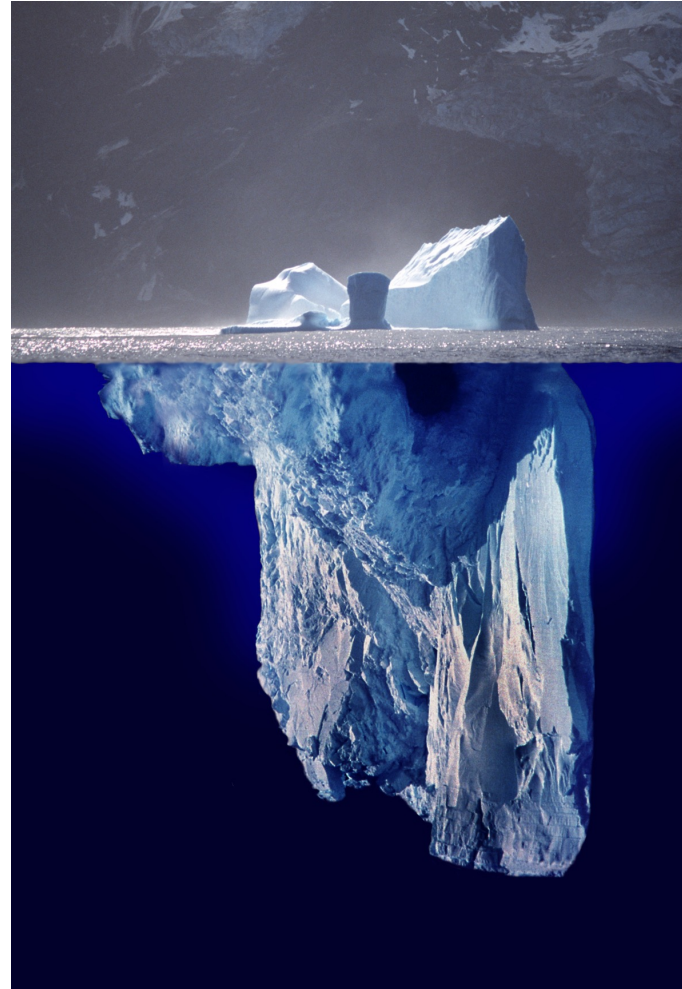
as.
 or equally highly.
 that affect our work, studies or research.
 sional experience constructively for the benefit
 benefit each other in our work or studies.
 der to generate new thoughts and concepts.
 utions.

INAR eq&wwb group 2021:
 -a list of everyday behavior patterns we should pay attention to
 -authorship guidelines



RESPECT ALL STUDENTS AND STAFF MEMBERS AND THEIR DIVERSITY

- Cultural background
- Age
- Language
- Gender
- Sexual orientation
- ...

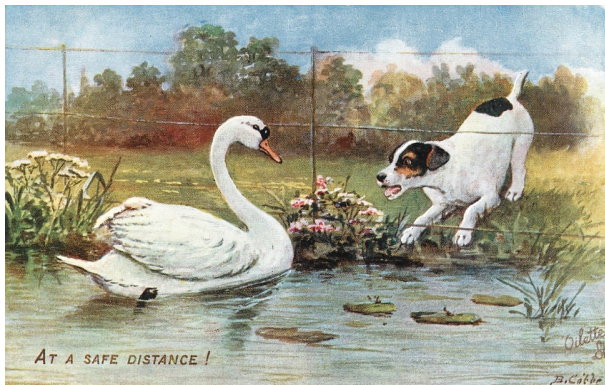


- Family situation
- Physical appearance
- Capabilities and limitations
- Position in the community
- Education and scientific discipline



1) Accept and be interested in people as multidimensional beings, restricting manifestation of fear of differences

2) Be aware of the space and time different people are taking during lessons, meetings and social situations



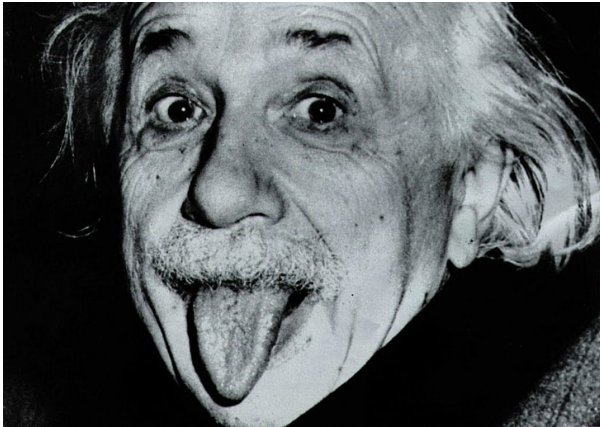


3) Support a balance between studying and/or work and private life as well as recovery equally for people with different genders, ages and family situations



4) Be aware that discussions focusing on competition, status, hierarchies, and comparing the achievements of people (those present or not present) make many people uncomfortable





5) Be aware that discussing people in terms of being 'smart', 'intelligent', 'brilliant', 'genius' is not gender and culture neutral

6) Avoid superior centric atmosphere where the role of the teacher/senior person/boss is to decide alone, always know best and be revered by the rest



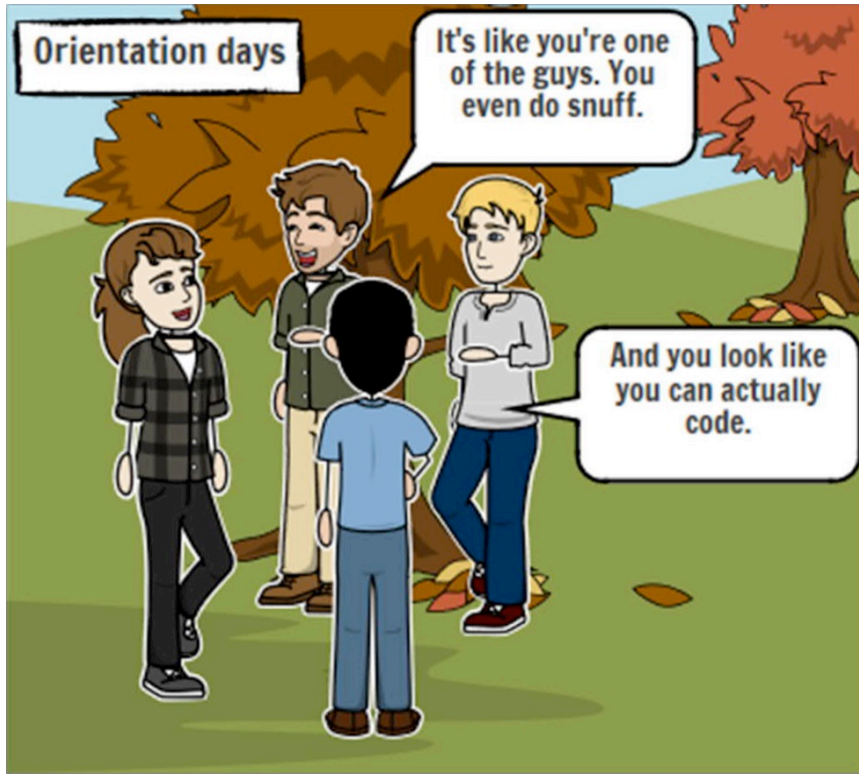


7) Avoid discussing the physical appearance or capabilities of other people even if they are not present



8) In both study/work related discussions and when telling jokes, stories and anecdotes in social situations, keep in mind your position with respect to people present when choosing the content or style





9) Don't use gender specific words etc as a compliment: 'real man', 'has got balls', 'strong for a woman'

10) Remember to consider the language barrier(s) when a multinational set of people is present

Picture: Equal career paths for women - NOW!
A project funded by European Regional Development Fund

