

**Staatliche
Akademie der
Bildenden
Künste
Karlsruhe**

Code of Conduct of the
State Academy of Fine Arts Karlsruhe

Created by the “Code of Conduct” team with participation from representatives of students, teaching staff and administration.

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Introduction

This Code of Conduct applies to every member of the State Academy of Fine Arts Karlsruhe. These members include students, professors, adjunct lecturers, technical teachers, administration staff, commissioners, as well as public officials. These groups are referred to as “members” in the following text. The language used in this Code of Conduct has to be comprehensible to all to ensure accessibility for everyone. Therefore, this Code of Conduct strives to use clear and easy language.

1 Appreciation

The study, teaching and research of the fine arts are the main focus for every member of the State Academy of Fine Arts Karlsruhe. Together we want to advance culture as well as challenge and help shape society. Every member contributes to this goal.

The foundation for good and productive cooperation is to act diligently, fairly, and openly with one another. Good interpersonal interactions promote the growth of the individual as well as the State Academy.

These interpersonal interactions are based on mutual appreciation. As such, we appreciate the ideas, practical efforts and the time that each individual contributes to the realisation of our goals.

2 Equal Treatment

All members of the State Academy are equal on a human level, regardless of the State Academy’s internal hierarchy. The following personal factors are not to affect the ability to access or participate in the community, research, teaching, studies, and continuing education:

- Nationality
- National origin and ethnicity
- Religion and ideology
- Gender and gender identity
- Age
- Social and professional status
- Sexual orientation
- Physical, mental or psychological disability/ illness/ restrictions
- Physical appearance

Fostering equal treatment on a collective basis is essential. Every individual and every group works towards maintaining fair and equal treatment towards one another. This also includes

actively dealing with and fighting against discrimination, discriminatory behaviour and discriminatory language.

The individuality of every member and affiliate of the State Academy is respected, valued and considered with an open mind.

We strive for gender balance in all professions and departments. The goal is to implement a diverse distribution, one that reflects society.

3 Respect

A respectful attitude towards people and the environment (immediate surroundings and general environment) is expected.

3.1 Working Together

Every person is recognised and respected as an individual.

The creative freedom of the students and teachers is respected and encouraged.

We strive to foster a pleasant work environment at the State Academy, which we shape through our own individual behaviour.

Respect is also reflected in language. Intimidating and hierarchy-based language as well as the use of abusive language is not tolerated. We strive for an objective and respectful dialogue. In case of inappropriate language or behaviour, the issue will be addressed as a matter of course. Injured parties or people that have witnessed an inappropriate situation are encouraged to contribute to the resolution of the situation at hand. Internal and external resources are available to address with such matters. Dealing with and resolving such matters also always entails an apology.

3.2 Dealing with Materials

Another person's personal belongings are only to be used when the owner or holder has given their consent. The space personally assigned for the artistic work is preserved. Artistic workspaces of another person are only to be used after prior consultation.

Works of art, safety equipment, materials and the environment will not be damaged, taken away or destroyed. This does not apply to the deferential moving of works of art.

The infrastructure of the Academy (e.g. tools, safety equipment, buildings, or parts of buildings or of the premises) is treated with care and maintained diligently. Should students make approved artistic changes to the infrastructure, they should take into consideration the reversibility of these changes. The desire for artistic expression is to be respected and considered wherever possible as long as reversibility is an option. The person that has made the changes is responsible for reversing them.

When manual changes are made to the building structure, both the priority of the artistic work and the integrity of the building structure are taken into consideration.

4 Responsibility

The correlation between learning and teaching entails a special sense of responsibility.

Responsible interactions with people and the environment (immediate surroundings and general environment) are expected.

4.1 Responsibility for One Another

Keeping our eyes open and taking action in inappropriate situations is a must - especially if the inappropriate behaviour involves sexual or physical/ mental harm.

Problems and crisis situations must be prevented, and they must be addressed in their entirety. People that are affected are encouraged to contact a person of trust or to make use of advisory services. Instructions on how to report and how to deal with such cases are provided¹.

The State Academy is a higher education institution that practices self-governance². The participation in and assumption of tasks within the context of self-governance is important and valued.

Mutual endangerment must be ruled out.

4.2 Responsibility for Our Shared Goal

All members work together on teaching, research, studies, continuing education, internationalisation, academic advising, lending social support to the students and societal progress as well as the realisation of these goals.

4.3 Responsibility for Spaces and Materials

The responsible handling of available resources (materials, tools, infrastructure) is matter of course and something we always strive for.

Every member of the State Academy is responsible for maintaining the clean appearance of the campus (all buildings and outdoor areas). After instruction, valuable and hazardous substances as well as residual waste are disposed of through the intended channels.

¹ https://www.kunstakademie-karlsruhe.de/site/assets/files/3400/beratungsbroschuere_webversion_sus_docx.pdf

² The State Academy's organisational chart is available on the website:

https://www.kunstakademie-karlsruhe.de/site/assets/files/3373/organigramm_step_2021-1.pdf

We strive to reuse items/ materials which are still in a usable state.

5 Transparency

Everyone at the State Academy aims for and supports transparency in communication, decision making, assessments and structure.

5.1 Transparency in Sharing Information

We ensure transparent access to relevant information in all areas. This applies to the State Academy's administration, allocation of funds, teaching and student administration. Both internal and external resources for information, help, advice and support are easily accessible on our homepage³.

5.2 Exchange Between Groups and Committees

The bodies and groups develop their topics independently. Their opinions and decisions are incorporated into the work of the committees. Responses from the committees are reflected back in a timely manner and committee decisions that concern the State Academy are published internally.

5.3 Selection and Examination Criteria

The selection and examination process is conducted based on predetermined, non-discriminatory criteria and can be justified in a plausible manner. Advantages due to connections or personal preferences are precluded.

5.4 Evaluation

This Code of Conduct is regularly evaluated to determine its appropriateness and feasibility.

³ <https://www.kunstakademie-karlsruhe.de/studium/hilfreiches-fuer-den-studienalltag/beratungsangebote/>

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