

TUM Respect Guide

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Foreword by the President



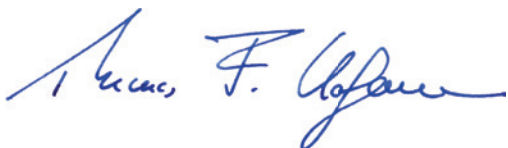
Dear TUM Family Members,

The Technical University of Munich (TUM) is an inspiring place of encounter for an intergenerational community of students, staff, alumni and guests. Our university community draws its strength from the appreciation of the different motivations, talents, ideas and perspectives, the diverse origins and cultures, and the individual biographies and world experiences of its members. Tolerance and responsible action with respect for others, cultural sensitivity, openness to the world and social competence are equally as important to us as professional authority and entrepreneurial courage. We provide spaces for participatory development of the university and maintain open communication both within the university and beyond its boundaries. I am convinced that in such an atmosphere the members of our TUM family can develop their individual potential to the fullest and make their personal contribution to the success of our university.

The TUM Respect Guide defines the standards we strive to uphold in our treatment of one another at TUM. It is intended to serve as a deterrent to inappropriate behavior, such as disrespect, discrimination, bullying, threats, harassment or even violence at TUM. Such behavior has no place at our university.

I ask that you contribute to our culture of respect both within and beyond the university by actively shaping it.

Sincerely,

A handwritten signature in blue ink, reading "Thomas F. Hofmann". The signature is written in a cursive style.

Prof. Thomas F. Hofmann
President

TUM Respect Guide

TUM Principles of Respect

TUM students, administrative, technical and scientific staff, teaching staff, alumni and guests residing on TUM premises are committed to the following principles of respectful behavior in their conduct, actions and interactions with each other.



*Awareness of each other, understanding for each other,
respect for each other, together with each other...*

Prof. Paul Gerhardt, TUM Emeritus of Excellence

TUM Principles of Respect

Conduct

At TUM, we cultivate supportive and respectful conduct towards one another and practice open, reflective exchange – regardless of origin, education, religion, worldview, health, gender, or sexual identity. Our communication is clear, unagitated and focused on dialog. We resolve conflicts constructively. Discussions are factual and solution oriented. This includes the careful selection of words and topics. We meet as equals and create a culture of communication that motivates all parties to contribute and is marked by the absence of fear. We show appreciation for different points of view and ideas.



Prompts:

Do I admit other points of view to the discussion?

Does my conduct, verbal or non-verbal, create uneasiness in other people?

Do I listen to my counterpart attentively and without bias?

TUM Principles of Respect

Action

Acting responsibly fosters professionalism in the university community. As members of the TUM family, we are aware of our own position in the scientific community, we know what is demanded of us and where the limits of our own responsibility lie. By reflecting on our own role and that of our counterparts, we strengthen our awareness of professional collaboration and enable respectful cooperation.



Prompts:

What is expected of me and what can I expect of others?

What are my responsibilities?

Do I show my willingness to recognize the duties, rights and obligations of my counterpart?

TUM Principles of Respect

Interaction

Respect requires tolerance and transparency in our interactions with each other. We make decisions plausibly and communicate further steps in a timely and intelligible manner. We make a clear distinction between our own work and the work of others, correctly identifying all sources. In doing so, we lay the foundation for cooperation based on mutual trust. Those in supervisory positions act as role models and are aware of this responsibility towards their team. Team members are expected to interact honestly and constructively with their supervisors.



Prompts:

How was the decision reached?

What criteria form the basis of the decision?

Does everyone affected by the decision feel involved in the process?

TUM Principles of Respect

The TUM Principles of Respect are designed to proactively deter intolerable behavior, such as:

Discrimination: Acting with prejudice against someone based on their origin, education, religion, worldview, health, gender or sexual identity.

(Cyber)Bullying: Systematic and prolonged attacks to exclude and discredit someone.

Stalking: Willful and repeated pursuit and harassment of someone.

Sexual Harassment: Behavior that diminishes someone's dignity through verbal, visual, written, and/or physical aggression with a sexual connotation.

All members of our TUM family are responsible for adhering to the TUM Respect Guide. All members of our TUM family are expected to practice these principles in their daily lives, thereby strengthening our community. Often, violations of the principles of respectful interaction occur unintentionally. TUM encourages anyone affected by a perceived violation, whether intentional or unintentional, to address it in an appropriate manner. This includes paying attention and not looking the other way when you observe a violation and, if necessary, having the courage to speak up and take action against inappropriate behavior. Superiors have a special role to play in this context – as role models, they are obliged to pay particular attention to respectful behavior.

TUM employees and students who witness or experience inappropriate behavior firsthand can turn to the TUM Compliance Office (TUM CO) for advice and support, particularly where attempts to address the behavior directly do not resolve the matter. The TUM CO conducts a confidential and neutral investigation of the reported facts, involving the relevant specialist departments where necessary. With the aim of resolving conflict situations, the TUM CO adheres to the principles of fairness, the presumption of innocence, the right to be heard, the right to comment, and the right of reply.

In the event of unresolvable conflict arising from inappropriate behavior or disregard of the TUM Principles of Respect, appropriate measures for intervention may be undertaken by the President upon recommendation of the TUM CO. This course of action does not supersede or impair other processes regulated by law or statute, particularly in the case of intolerable behavior.

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