

EUPeace

Joint Code of Conduct

April 2026



Preamble

This Joint Code of Conduct establishes shared standards of behaviour for all members of the EUPeace community when engaging in Alliance activities and spaces. It also outlines unacceptable conduct, and establishes reporting and resolution procedures available when misconduct occurs.

This Code is grounded in European values and legal frameworks governing higher education cooperation and aligns with the Charter of Fundamental Rights of the European Union (2012/C 326/02).

Article 1 — Scope

This Code applies to all students, faculty, administrative and managerial staff, visitors and contractors of any EUPeace member institution while participating in Alliance activities or present in its spaces, regardless of whether they are acting as hosts or guests.

Article 2 — Rights

Every member of the EUPeace community is entitled to: (a) be treated with dignity and respect, irrespective of background, role or identity; (b) participate fully in Alliance activities in an environment free from discrimination, harassment and exclusion; (c) be informed of available support and reporting options in a language and format accessible to them; (d) a fair and timely process if a complaint is made under this Code.

Article 3 — Expected Conduct

The cross-border, cross-cultural nature of EUPeace activities creates specific responsibilities that extend beyond those of any single institutional setting. All community members are expected to:

- Approach cultural, linguistic and institutional differences with curiosity and openness, recognising that norms that feel natural in one context may carry different meanings in another.
- Communicate in ways that are respectful and accessible across linguistic and cultural differences, taking responsibility for the impact of their communication.
- Engage with controversial or challenging ideas through civil discourse and mutual respect, recognising that EUPeace activities are spaces where debatable questions are expected to arise and where the quality of the engagement matters as much as its outcome.
- Respect for academic freedom and freedom of expression, provided that it does not infringe on the rights and dignity of others.
- Recognise reporting as a constructive contribution to transparency and institutional learning. In this sense, members are encouraged to act as responsible bystanders, supporting others and, where appropriate, reporting harmful conduct.



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Article 4 — Prohibited Conduct

The following conduct is incompatible with membership of the EUPeace community. The categories are not exhaustive; behaviour that causes harm but does not fall clearly within them may still be reported and will be handled with empathy and confidentiality. Where a person has been directly told that their behaviour is causing harm and that behaviour continues, this will be treated as an aggravating factor in any resolution process.

For the purposes of this Code, key terms such as harassment, discrimination, violence and so on should be interpreted in line with applicable EU and national legal frameworks.

- (a)** Harassment and discrimination — intimidation, bullying, harassment or discrimination based on race, gender, sexual orientation, disability, nationality, religion, social status, language or any other characteristic.
- (b)** Violence and threats — physical violence or threats in any form, whether verbal, written or symbolic.
- (c)** Gender-based violence — any violence directed at a person because of their gender, in any sphere.
- (d)** Abuse of authority — generate disproportionate pressure within the workplace, misuse of institutional or relational power, including academic favouritism, sexual coercion or exploitation of supervisory or grading relationships.
- (e)** Digital misconduct — use of digital platforms to harm others, including cyberbullying, privacy breaches or misuse of AI tools in ways that violate dignity or academic integrity.
- (f)** Retaliation — any adverse action against a person for making a good-faith report or participating in a resolution process.

Article 5 — Contact Points

Any member of the EUPeace community who has experienced or witnessed a potential violation of this Code should not have to navigate alone. The following contact points are available:

- Local — students, staff and academics: Ombudsperson, Equality, Diversity or Antidiscrimination Officer, Student Office or any other figure made available at each institution. First point of contact for any report; provides support, information and referral regardless of whether a formal complaint is made.
- Alliance-level — Steering Committee for severe cross-border or cross-institutional situations that cannot be resolved locally and that have implications for the corresponding institution.

Article 6 — Reporting, Resolution and Responsibilities

Responsibility for responding to incidents is distributed across levels. In all cases, the welfare of the person affected takes priority over procedural considerations. Confidentiality and the protection of personal data must be maintained at every stage of the process.



The pathway below is a guide, not a rigid sequence. Individuals may access the channel most appropriate to their situation at any time.

- Local Ombudsperson/Equality and/or Antidiscrimination Officer: provides main support and information; leads local resolution process, ideally including mediation and formalisation options; ensures the affected person knows their options and facilitates communication with partner institutions where relevant.
- EDIB: if requested by the case or the capacity of the local person of reference addressing these incidents, the EDIB may provide advisory support to evaluate the best path forward, analyse complicated cross-border cases, facilitate coordination between institutions; and suggest escalation if deemed fit.
- Steering Committee: final decision-making body for proposing sanctions; ensures due process is followed.

Article 7 — Sanctions

Confirmed violations will be addressed proportionately and consistently with the internal regulations of the relevant institution and applicable national frameworks. Sanctions may include warnings, restricted participation, suspension, or exclusion from Alliance activities. Suspension or exclusion from EUPeace activities may ultimately be decided by the Governing Board.

About EUPeace

EUPeace is the European University for Peace, Justice, and Inclusive Societies.

Our mission is to provide tomorrow's citizens with the skills, knowledge, and experience to cultivate Peace, Justice, and Inclusive Societies. We explicitly address all sciences and fields, from the humanities and social sciences to the natural and life sciences as well as engineering, and are inspired by the rebuilt bridge of Mostar – the symbol in our logo – as a testament to how dialogue can overcome conflict.

Philipps-Universität Marburg		Marburg University
Justus-Liebig-Universität Gießen		Justus Liebig University Giessen
Université de Limoges		University of Limoges
Università della Calabria		University of Calabria
Universidad Pontificia Comillas		Comillas Pontifical University
Západočeská univerzita v Plzni		University of West Bohemia in Pilsen
Sveučilište u Mostaru		University of Mostar
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Univerzitet u Sarajevu		University of Sarajevo

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