CODE OF CONDUCT DER HFMT KÖLN

This Code of Conduct is a statement of our commitment to respectful and conscientious behavior among all members of the HfMT Köln community. In the case of problems or conflicts between members of the university, the code provides guidelines for constructive dialogue and resolution.

I. RESPECTFUL COMMUNICATION

• The HfMT Köln is committed to the principles of shared responsibility and respectful communication between every member of the university community. This includes being considerate of others when using common spaces and resources such as work materials, instruments, and furnishings.
• Both in online and in person, we expect all members of our community to communicate conscientiously and constructively.
• We work to ensure as much transparency as possible at all levels of communication and decision-making.

II. EQUAL OPPORTUNITY FOR STUDENTS

• The HfMT Köln is dedicated to ensuring that all students can take full advantage of their studies and receive equal access to teachers.
• We are aware that economic inequalities exist within the student body. To foster equal opportunity, we make available scholarships, instrument loans, and other forms of student aid.
• The selection for and the assessment of participation in university events and projects will always be based on fair and transparent criteria.

III. PERSONAL RESPONSIBILITY

• The development of personal responsibility is part of the artistic, academic, and educational excellence to which we strive. Personal responsibility means that students, faculty, and employees take responsibility for their decisions and think about their actions in dialogue with others. Faculty members are expected to serve as role models for the university community.
• Fairness, tolerance, and solidarity are values that we work to embody every day, in every area of university life. It is of utmost importance to us that all members of our community can fully achieve their potential, whether in their studies, while teaching, or on the job.

IV. PHYSICAL AND EMOTIONAL BOUNDARIES

• We understand that certain teaching situations at the HfMT Köln such as private lessons are hierarchical and trust-based. Those attributes enable high-quality instruction but they can also make students highly dependent on teachers. Accordingly, we work to create an environment in which mutual respect and concern for others’ rights are a top priority.
• It is the responsibility of every member of our community to always be sensitive to other people's physical and emotional boundaries.
• Faculty and students must see to it that all instruction takes place on university premises. With administrative approval, instruction may also be held at guest performance venues.

V. NON-DISCRIMINATION

• The university endeavors to create a discrimination-free environment in which all forms of expression are encouraged and respected. The HfMT Köln takes pride in the diversity of its community and in the knowledge that diversity contributes to its artistic and academic excellence. We therefore place great value on defending and protecting diversity – in the arts and society as well as at our university.
• The university expects its members to refrain from belittling, excluding, or marginalizing anyone in the university community for any reason. The same extends to artistic approaches and forms of expression, be they in music or dance.
• In fostering a culture of responsibility for ourselves and others, we expect all members of the university to keep their eyes open and call things by their proper names. This means having the courage to speak up at every sign of behavior that violates individual rights, especially sexism and other forms of discrimination. We work to ensure that both accusers and the accused receive fair treatment.