



Code of Conduct

At the Faculty of Catholic Theology, it is important to us that all study, research and administrative contexts are characterised by a **non-discriminatory atmosphere** and by **respectful interaction** with one another.

We all – lecturers, students, researchers and non-academic staff – share responsibility for ensuring a respectful, non-discriminatory atmosphere for study and work. **Discrimination and disparagement** based on gender, gender identity, sexual orientation, impairment and/or disability, physical appearance, age, culture of origin, skin colour, religious affiliation or worldview **will not be tolerated at our faculty**.

Behaviours such as the following are incompatible with a culture of respect:

- Comments that employ pejorative stereotyping and are aimed at disparaging social groups – for example, racist, sexist, derogatory or homophobic remarks
- An inappropriate style of communication on- and offline – for example, remarks that are unsolicited, inappropriate, offensive, hostile, humiliating or intimidating and that violate a person's dignity
- Repeated interruption of discussion or deliberate disruption of a course
- Repeated harassment or deliberate avoidance of contact
- Suggestive remarks and jokes, objectifying glances, derogatory anecdotes, sexist remarks about another person's appearance, behaviour or personal life
- Transgressive behaviour and transgressive physical contact

These rules of conduct are binding for all department members – students, lecturers, researchers and non-academic staff. Staff members can be held responsible for discriminatory behaviour under employment or disciplinary law, and students can be banned from the premises or, in the case of “persistent or serious endangerment”, expelled from the university.

The Code of Conduct of the Faculty of Catholic Theology supplements the Code of Conduct of the University of Vienna and contributes to ensuring that students, lecturers, researchers and non-academic staff can study, teach and work together productively in a constructive and respectful culture of encounter.

Further information and a list of points of contact at the University of Vienna can be found online: <https://ktf.univie.ac.at/ueber-uns/gemeinsam-gegen-diskriminierung/>

Speak up!
Together against sexual harassment,
discrimination and bullying at KTF





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Do not keep quiet if someone makes
racist comments.

Speak up!

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Do not keep quiet if someone makes derogatory comments about women in science.

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Do not keep quiet if someone makes derogatory comments about queer people and their relationships.

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Do not keep quiet if someone excludes people with impairments or disabilities.

Speak up!

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Do not keep quiet if someone physically assaults another person.

Speak up!

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