



NIAS Code of Conduct

Commitment

At NIAS we are all committed to academic freedoms, to the mission of NIAS, and to the integrity of all colleagues, partners, the institute and the Royal Netherlands Academy of Arts and Sciences of which it is part. In addition, we all honour the universal declaration of human rights and the Dutch state of law.

All at NIAS cooperate to create and maintain a civil, inquisitive and engaged environment. We seek to secure a community in which everyone feels encouraged to share their perspectives, even when these are tentative, challenging, outside the dominant norm, or uncomfortable.

People at NIAS and working with NIAS are supportive of each other and dedicated to the academic process and development of all colleagues. NIAS does not accept any behaviour, or any encouraging of behaviour, that is uncondusive to the environment and community that we envisage.

Inappropriate Behaviour

Inappropriate behaviour includes:

1. Discrimination of, as well as demeaning, and insulting speech and action aimed at a person's gender, sexual orientation, race, ethnicity, nationality, religion, life principles, ability, age, appearance, or other personal characteristics;
2. Contempt – in words, gestures or by ignoring– of opposing academic views; expressions of academic superiority over junior or opposing colleagues, along with disrespect for staff;
3. Disruption, including sustained disturbance of talks and events, and of the routines, regulations, and decisions of the host institutes NIAS and the Royal Netherlands Academy of Arts and Sciences (KNAW);
4. Intimidation, and aggression, including violent communication, and assault;
5. Indecency and uninvited attentions, following, visiting, and touching, as well as unconsented photographing and recording;
6. Lack of academic integrity, such plagiarism and data theft, as well as lack of academic courtesy, such as re-current withdrawal from meetings, whether physical or intellectual;



7. Lack of hygiene, and inattention to the health and wellbeing of others, such as in cases of not attending to personal medical conditions.

Applicability and Consequences

This Code of Conduct applies to all NIAS spaces: the office building, the apartments and common areas of the Fellows' House, as well as email and chat groups.

Unless the law demands otherwise, consequences of (perceived) violation of the Code are, in this order: conversation towards resolving an undesired situation; first official warning; final official warning; (temporary) exclusion from social and collaborative activities, and from communal spaces offline and online; expulsion, with dissolution of the fellowship agreement, termination of the stipend, Denial of the epithet 'NIAS Alumnus'. and (if applicable) eviction from NIAS housing.

Reporting, Confidentiality and Communication

Perceived violations of the Code can be reported by the victim as well as by bystanders, to any of the NIAS staff, in person or via e-mail. Unless undesired by the reporter, staff will report incidents affecting the fellows' community to [Bernike Pasveer](#).

Alternatively, fellows can approach the official NIAS confidant, [Marlous Willemsen](#), or turn to the [Royal Academy confidants](#). In coordination with the reporter, further action can be taken, along the lines of the pertaining NIAS and Royal Academy guidelines.

All involved refrain from making (potential) code violations public, both internally and externally.

The Code of Conduct Committee monitors and promotes the communication of the Code. It is composed of [René Biemans](#), [Annette Mullink](#) and [Klaartje Laan](#).

Additional Codes

This Code of Conduct is the NIAS-version of the [Royal Academy's Code of Conduct for Social Safety](#) and the [Netherlands Code of Conduct for Research Integrity](#). These Codes are applicable to NIAS Fellows, but only in so far as their application is possible and reasonable given the duration of a NIAS fellowship, and the legal position of a NIAS fellow.

The NIAS Code of Conduct is furthermore reflected in, and part of your NIAS Fellowship Agreement, as well as the NIAS Housing Agreement (if you are provided with a NIAS



NIAS

Netherlands Institute
for Advanced Study
in the Humanities
and Social Sciences

apartment). Attached to this Code are the [NIAS Fellows' House Rules](#). These apply to all users of the Fellows House, including its residents.