



NIAS Code of Conduct

We all cooperate to create and maintain a safe, respectful and inclusive environment. A space in which everyone acknowledges the challenges we face when discussing difficult and/or sensitive topics. A space where individuals feel invited and encouraged to speak up and share their perspectives, also when these might be outside the dominant norm, uncomfortable, or challenging.

It is essential to approach each other with courtesy and curiosity. Disparaging remarks have no place at the Netherlands Institute for Advanced Study (NIAS), but we welcome substantiated criticism of each other's work at all times. We encourage fellows to build and defend this brave space. NIAS has a zero tolerance policy with respect to unacceptable behaviours. These include:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions.
- Harmful or prejudicial comments or images related to gender, gender identity, gender expression, sexual orientation, race, ethnicity, religion, disability, age, appearance, or other personal characteristics.
- Intimidation, stalking or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Unwelcome and uninvited attention or contact, including unwelcome touching or groping.
- Assault.
- Real or implied threat of harm including physical, professional, or financial.
- Advocating for or encouraging any of the above behaviours.

This NIAS Code of Conduct applies in all NIAS spaces: in the NIAS offices, the NIAS apartments as well as the communal spaces in the Fellows House, and on communication tools such as e-mail and chat groups. Fellows and staff members commit to resolving disputes internally and refrain from publicly denouncing or shaming fellows or staff members. In this light, emails about potentially problematic behavior of individual fellows or team members should not be widely circulated within or outside the institute. However, if necessary, the Code of Conduct Committee will inform fellows and team members of a case under consideration.

Potential consequences of violating the Code of Conduct are, in this order: warning, second warning, temporary and/or continuous exclusion from collaborative and social activities, expulsion, dissolution of fellowship agreement, termination of stipend and eviction.



NIAS

Netherlands Institute
for Advanced Study
in the Humanities
and Social Sciences

Reporting a violation of the Code of Conduct can be done in person to any member of staff, or via e-mail with a brief description of what occurred, when, where, and by whom. If there were witnesses please also include them in the report. The Code of Conduct Violation Report can be shared with the following members of the Code of Conduct Committee and via this email address: facility@nias.knaw.nl. Anyone directly involved in a report will recuse themselves from the committee.

Code of Conduct Committee

Jan Willem Duyvendak - Director

Bernike Pasveer – Head of Academic Affairs

Marlous Willemsen – Institute Manager