



Code of Conduct for the Educational Community

The core values of our education



UMC Utrecht

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Code of Conduct for the Educational Community

We strive to create a safe, respectful, and inspiring learning environment. Our core values form the foundation of our actions and interactions, both physically and digitally. We believe that every person matters and that everyone contributes uniquely to our community.

In this document, we make this explicit. You will read about your role in this and what you can expect from others. You can find more information about This Is Us on the UMC Utrecht [website](#).

If you have any questions or want to contact us, you can reach us via: ditzijnwij@umcutrecht.nl.

Guide

This document includes:

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The Core Values of Our Education

As the educational community of [The New Utrecht School](#), we strive to collaboratively create an environment based on core values. These values are the basis for our behavior and interactions. We live in a hybrid world where these core values are the norm both physically and digitally. We act in accordance with these values and hold others accountable when necessary. These core values serve as guidelines for students but apply to everyone the student meets on their academic journey. The profile of The New Utrecht School focuses on training (future) professionals of tomorrow and encourages a positive, supportive, and respectful community.

Engaged

We – the students- are engaged in our learning process and the academic community. We participate in discussions, activities, and opportunities to enhance our knowledge and experience. We support each other in utilizing our potential. Through open communication and collaboration, we contribute to an open and stimulating learning environment where there is room for personal and professional development, and we are allowed to make mistakes.

Honest

Honesty and transparency are the foundations of our behavior. We strive to be truthful in all our interactions and performances, whether in academic collaborations or relationships with fellow students, teachers, and staff. Plagiarism, fraud, and other forms of dishonesty are unacceptable and we accept the consequences if a mistake was made.

Sustainable

We recognize our connection to and responsibility for our natural environment. We strive to minimize our negative impact on the environment, support sustainable initiatives, and encourage a healthy and sustainable lifestyle in all our activities.

Respectful

Respect is at the core of our interactions. We acknowledge and value the diversity of our community and treat each other with respect and dignity. Discrimination, bullying, exclusion, and other disrespectful behaviors are unacceptable.

Inclusive

We embrace diversity and strive for an inclusive learning and working environment where all individuals feel welcome and valued, regardless of background, identity, or beliefs. We are curious about different perspectives and do not judge. We promote equality and equal opportunities. We recognize and value each individual's unique skills.

Professional

As future professionals, we are aware of others behaviour and of our own behavior, and we can reflect on ourselves, our interactions with others, and our work. We are aware of the standards, societal impact, and responsibilities of our future profession. In collaborations, we express our mutual expectations and address each other constructively when commitments are not met.

By embracing and promoting these core values, we contribute to a positive, supportive, and inspiring educational community where everyone has the opportunity to grow and flourish.

Guidelines for Students in Lectures and Workshops

As students within the academic community, we create an environment where we support and respect each other during lectures and workshops. These core values promote a positive and inclusive learning environment, both physically and digitally.

Engaged

We actively participate in lectures and workshops. By engaging in discussions, asking questions, allowing space for others, and collaborating, we enhance our own knowledge and contribute to a dynamic learning experience for everyone.

Honest

Honesty is core to our behavior. We avoid plagiarism, act with academic integrity, and acknowledge the importance of genuine effort in individual and group work. In group assignments, we cooperate and do not ride on the coattails of others. If we observe this behavior in other students, we address it constructively and are open to feedback on our own behavior.

Sustainable

We act environmentally conscious even during our studies. We recognize the value of our study materials and educational spaces. We handle them responsibly and economically, with an eye towards a sustainable future for both our planet and our field.

Respectful

Respect for the instructor, fellow students, and the educational environment is essential. There is space within education to openly discuss topics even if they are sensitive. We consider each other's feelings, boundaries, and emotions. We show respect by listening to each other, appreciating different viewpoints, and creating a safe and inclusive atmosphere together. Discrimination, bullying, and other disrespectful behaviors are unacceptable.

Inclusive

We embrace diversity and strive for an inclusive academic community where every voice is heard and valued, regardless of background or identity. Within education, we maintain an open mind to other one's perspectives, cultures, orientations, and religious beliefs encountered in the curriculum, among fellow students, teachers, and patient populations. In our education and interactions with each other, there is room to be who you are.

Professional

As future professionals, we are aware of our surroundings and our own behavior, and we can reflect on how we perform our work, interact with others, and on our own behavior during lectures and workshops. We act within the norms of professionalism appropriate to the societal impact and responsibilities of our future profession. In collaborations, we express our expectations to each other and address each other constructively if commitments are not met. If this is difficult for any reason, we seek help or support from someone we trust.

By living these core values, we contribute to a respectful, inclusive, and professional study environment where everyone has the opportunity to fully benefit from the learning process.

Guidelines for (Scientific) Internships

As future researchers and members of the scientific community, we commit to values that form the basis for ethical and professional behavior during scientific internships and related digital interactions. These core values promote an environment of integrity, collaboration, and respect.

Engaged

We show engagement in our scientific internships by actively listening and participating in experiments, discussions, seminars, and other academic activities. Contributing to the scientific community results in an enriching learning experience. In the research we conduct, we are mindful of the societal engagement required to make research relevant and applicable limiting resources and money.

Honest

Honesty forms the foundation of scientific research. We strive to be honest and transparent and avoid plagiarism in all our research practices, including data collection, analysis, and reporting. Within our scientific community, honesty and transparency are more important than achieving a groundbreaking result. We aim for a transparent scientific community where open science is pursued whenever possible.

Sustainable

As scientists, we recognize the environmental impact of our work and strive to minimize our ecological footprint. We reduce unnecessary waste and CO2 emissions, handle data sustainably, promote environmentally friendly laboratory practices, and contribute to our research in reducing reliance on non-sustainable systems, therapies, or interventions.

Respectful

We treat colleagues, supervisors, and others involved such as participants and laboratory animals with respect and dignity. Promoting a culture of mutual respect contributes to a positive and productive research environment where everyone can and dares to contribute. Discrimination, bullying, and other disrespectful behaviors are not acceptable.

Inclusive

We embrace diversity in science and strive for an inclusive research environment. Everyone, regardless of background, should feel welcome and have equal opportunities to contribute to scientific research. We aim for an inclusive research group as our area of scientific research. If applicable, this includes patient participation in research groups and embracing other cultures and viewpoints. Additionally, we consider inclusive language and accessible implementation when translating our scientific findings.

Professional

As aspiring scientists, we develop our integrity and professionalism. We take responsibility for our research, follow ethical guidelines, and respect the rules and norms of the scientific community. At the start of our internship, we discuss mutual expectations with our supervisors and address each other constructively when commitments are not met. If this is difficult for any reason, we seek help or support from someone we trust.

By embracing these core values, we contribute to the development of ethically responsible and professional researchers and promote a positive and stimulating environment for scientific internships.

Guidelines for Teachers and Supervisors

As teachers and supervisors within our educational institution, we actively embody the values that form the basis for a positive, supportive, and respectful educational community according to [The New Utrecht School](#). These core values contribute to an environment that promotes the well-being and growth of our students and colleagues. We live in a hybrid world where these core values are the norm both physically and digitally.

Engaged

As teachers/supervisors, we are actively involved in the education and learning process of our students. We proactively identify what our students need to develop and support students in what they need to reach their full potential. We strive for inspiring and stimulating educational practices. In doing so, we promote accessibility and participation of students and colleagues in the educational community.

Honest

Honesty is the cornerstone of our education. We encourage a culture of academic integrity where honesty and transparency are central, and we set a good example. We are truthful in the assessment of student work and act with integrity in all our interactions.

Sustainable

As educational leaders, we are conscious of our environment and set a good example in this regard. In our teaching and supervision, we link humanity to our natural environment, we organize our education in a sustainable way, support conscious of our environment initiatives, and encourage students and colleagues to develop an environmental consciousness.

Respectful

Respect for our students, colleagues, and the educational environment is essential. There is space within education openly discuss topics, even if they are sensitive. We consider each other's feelings, boundaries, and emotions. We show respect by listening to each other, appreciating different viewpoints, and creating a safe and inclusive atmosphere. Discrimination, bullying, exclusion, and other disrespectful behaviors are unacceptable.

Inclusive

As teachers/supervisors, we embrace diversity and strive for inclusive education. We are curious about different perspectives, do not judge, and create an environment where all students and colleagues feel welcome and valued, regardless of background, identity, or beliefs. We promote appropriate approaches and equal opportunities. We recognize and value the unique skills of students and colleagues.

Professional

We maintain high standards of professionalism in our role as teacher/supervisors. We reflect on our actions and approach our work ethically and responsibly. In this process, we focus on the development of both professional and personal growth in ourselves and our students. In our collaborations with students and colleagues, we discuss mutual expectations and address each other constructively when commitments are not met. In doing so, we acknowledge and consider the dependent position of students in relation to us.

By embracing these core values, we as teachers/supervisors contribute to creating a positive and supportive learning and working environment where students thrive and develop into competent and ethical professionals.

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