



HDK-VALAND – ACADEMY OF ART AND DESIGN

Conduct for a Respectful Environment

HDK-Valand is committed to providing an environment that embodies and promotes equality and is responsive and accommodating to the formal bilingualism, Swedish and English, of our academy. We value the different contributions and experiences of all who make up our community, promoting mutual respect, tolerance and understanding as well as freedom of thought and expression.

HDK-Valand is committed to the equal treatment of all people, be they staff, students, visitors or those applying for employment or study. This commitment is regardless of age; ability; marital status, family or caring responsibilities; pregnancy or parenthood; gender identity, sex and sexual orientation; social economic status; political belief; place of origin; ethnicity; religion or belief (including non-belief).

All students and staff have a personal responsibility for maintaining a respectful environment and owning and implementing the principles of equality and diversity in the physical *and* online spaces in which we conduct our work at HDK-Valand. This means that we commit to making our academy community a welcoming place in which all feel they belong. As part of this we acknowledge that our rights to freedom of expression come with shared responsibilities to respect and acknowledge the rights of others.

HDK-Valand is committed to the duty of higher education in promoting equality, providing the space for critical debate, discussion and disagreement and accelerating social, political and economic change to achieve equality. We consistently endeavour to ensure diversity informs our approaches to literature, course materials, curriculum development, artistic and research practices and processes.

We recognise the link between equality, excellence in higher education and contemporary arts practice and we understand that ensuring equality of access and opportunity is essential for the successful and innovative development of HDK-Valand, artistic research and practice, and for the communities of Gothenburg.

HDK-Valand is committed to fostering a stimulating, supportive and inclusive learning and working environment that is free from discrimination, harassment, bullying, aggressive or disrespectful behaviour. This commitment is enacted in our verbal, written and physical encounters with one another.

We aim to create a dynamic learning culture of mutual respect and support for diversity and difference, where all students and staff are able to achieve their full potential. This means that we show respect, care and support for others and endeavour to act with kindness and hospitality.

We work towards creating and maintaining a healthy physical, social and organisational work environment in order to improve all aspects of learning, teaching, communication, leadership, cooperation and participation.

We recognise our responsibility towards sustainable development, and to protect and respect our environment, both locally and globally. We are committed to considering the long-term social, economic and ecological consequences of our work and for these to guide our operations. This means that everyone working or studying at HDK-Valand strives to promote sustainable development and help reduce environmental impact.

Where can I find more information? How do I get support?

Students – studentportal.gu.se

Sustainable student life

<https://studentportal.gu.se/english/study-environment-and-rules/sustainable-student-life>

Equal value and equal opportunities

<https://studentportal.gu.se/english/my-studies/hdk-valand/equal-treatment>

Staff – medarbetarportalen.gu.se

Equal treatment

https://medarbetarportalen.gu.se/working_at/equal-treatment/

Work environment and health

https://medarbetarportalen.gu.se/working_at/Work+environment+and+health/