

Code of Conduct Academie Minerva

"As a classroom community, our capacity to generate excitement is deeply affected by our interest in one another, in hearing one another's voices, in recognizing one another's presence."

bell hooks, Teaching to Transgress:
Education as the Practice of Freedom

Why

Academie Minerva is a learning community that catalyses change in society from an imaginative and critical perspective.

We want to create a community where everyone can freely learn, play, experiment, discover, discuss and reflect. This creates a field of tension: a diverse and multi-voiced field, where we meet and collaborate, but where it will also sometimes rumble, clash and cause friction – because that's what art can do. Where boundaries emerge and are explored. Where it is not always black or white, but there is a large grey area. For which we discover the rules together. Space and freedom are important in the development of artistic creators and for our learning community. For this to happen properly and respectfully, a safe working and learning climate is needed. This is what this Code of Conduct is for.

For whom

This code of conduct applies to all students and employees of Academie Minerva, regardless of position and type of work performed. The code applies at our locations in Groningen and Leeuwarden, and at external locations where you are present on behalf of (or because of) the Academy.

This is how we treat each other

Minerva strives to provide a safe and respectful environment for everyone in its community, regardless of their background, gender, age, race, religion, sexual orientation or identity. With the values described below, together we shape the safe environment for study and work at the academy.

- **Growth and development:** embrace an attitude of continued learning and growth, looking for opportunities to develop yourself and others. Make this possible by listening to each other and complimenting each other for qualities and talents. We recognize together that we will encounter situations in which we do not yet have the skills to do "the right thing". Here we support each other and continually seek new knowledge and training to get us back on track.
- **Individuality and identity:** we learn with each other by adopting an inquisitive attitude, deferring judgement and changing perspectives. Yet sensing each other's boundaries can be sometimes difficult. What makes one person feel comfortable, deters another. Therefore we regularly check whether we do not (unintentionally) cross the boundaries of the other. We explicitly ask permission before touching each other or otherwise entering someone else's personal space. We engage in conversation with each other when we feel that boundaries are (threatened to be) crossed. And we are aware of the various power structures in play.
- **Experimentation and innovation:** we encourage creativity and courage to experiment and innovate. A safe learning and working environment includes being allowed to make mistakes, not getting everything right the first time, and providing each other with feedback in a professional, constructive manner. This also includes respecting each other's work.
- **Responsibility and ownership:** we act responsibly and show ownership for our leaning. Take responsibility for understanding the other person well, such as inquiring or examining a point of view more closely. Try to defer judgement in order to reach new insights and learn from each other. Safety involves respecting each other's boundaries. We therefore protect each other where necessary even as bystanders. Moreover, we treat each other, each other's work, the college and the world around us with care.

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1 Respect and empathy

Show respect for others and their perspectives, even if you disagree. Be empathetic: try to understand the feelings and needs of others.

2 No discrimination

In accordance with Article I of the Dutch Constitution. Discrimination based on gender, race, religion, sexual orientation, age or any other personal characteristic will not be tolerated.

3 No sexual harassment

Sexual harassment, including unwelcome comments and touching or other transgressive behaviour, will not be tolerated.

4 No bullying and harassment

Aggression, violence, intentional exclusion, (cyber) bullying and any form of harassment, both verbal and written, will not be tolerated.

5 Ensure safety

The (social) safety and health of students and staff is always paramount. Be alert to unsafe situations and discuss them with those involved. When in doubt, discuss it with others and consider what steps are appropriate. Be mindful of the safety and well-being of others in your action.

6 Collaboration

We collaborate, respect differences and promote a positive and supportive learning and working environment.

7 Intimate relationships

Relationships between employees and students and between employees can damage the professional relationship. Especially between staff and students, personal and professional.

8 Conflict of interest

Within the unique nature of art education, (the appearance of) conflicts of interest and favouritism must be avoided. We offer students and employees equal opportunities.

9 Respect for environment and equipment

We share the building with others, together we create a pleasant workplace. This means that we leave our surroundings tidy after our work. The guidelines for this are included in our house rules. To ensure safety in the workshops, workplace rules have also been established.

10 Alcohol and drugs

The use of alcohol and drugs is not permitted at our academy. This is stipulated in our house rules. Some exceptions have been made for the use of alcohol. You can read about these exceptions in the house rules.

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What to do?

Together we make every effort to monitor a safe study and work culture. Still, incidents may occur. Make it discussable and know that you will be heard. You have a choice of the following options:

- Mutually Resolve (for students and staff). It often happens that someone does not realize that certain behaviour is perceived as undesirable. Engaging in conversation with the person(s) involved is therefore an important step toward a solution. This can sometimes eliminate any wrongdoing immediately. This may be difficult or exciting, there are always people who can help with this or attend a conversation, such as a teacher, a program manager, a dean or a confidential advisor.
- Discuss the situation with the attention officer or with your student supervisor (for students) or discuss the situation with a program manager or HR (for employees). These conversations can often already help, including for determining next steps.
- Discuss the situation with a confidential advisor (for students and employees). This person can serve as a sounding board and source of questions, even if you are not yet sure if it is an undesirable behaviour. The confidant can support and advise on how to solve the problem and provide guidance. As reporter you make the choices: the confidant does nothing without the reporter's consent. [Link to confidant for students](#). [Link to confidant for employees](#).
- If you have experienced undesirable behaviour you can, in addition to reporting this, also file a complaint. You can read how this works in the Complaints Procedure (for students and employees).

Consequences

Violations of this code of conduct may result in disciplinary action. For students, the student statute applies. And for employees, even if they have a flexible contract, the CAO-HBO, chapter P.

In conclusion

This Code of Conduct is designed to promote a culture of respect and safety. We count on each other to uphold these standards and set an example. This code will be distributed within the community and everyone is invited to discuss this document during classes, meetings and other gatherings.