Support

Contact the relevant organizations and people depending on who you feel most comfortable to talk to. As a first point of contact, you can always turn to our confident D-ITET.

Confidentiality and discretion are guaranteed.

YOUR CONTACTS AT D-ITET

All matters
Prof. John Lygeros
Head of Department
ETZ I 22
+41 44 632 89 70
jlygeros@ethz.ch

Ms. Gertrud Lindner
Confidant D-ITET
When in doubt, she will help you to decide how to continue.
ETZ H 84
+41 44 632 78 34
gertrud.lindner@ee.ethz.ch

Teaching-related issues
Prof. Juerg Leuthold
Director of Studies
ETZ K 81
+41 44 633 80 10
leuthold@ethz.ch

Mr. Reto Kreuzer
Study advisor
ETZ H 83
+41 44 632 08 15
reto.kreuzer@ee.ethz.ch

Human resources issues
Ms. Maja Bügler
Human Resources
ETZ H 70
+41 44 633 94 98
maja.buegler@hr.ethz.ch

Student organizations
info@amiv.ethz.ch
Female students: limes@amiv.ethz.ch

YOUR CONTACTS AT ETH

Prof. Bernhard Plattner
Confidant for matters relating to research integrity
ETZ G 83
+41 44 632 70 00
plattneb@ethz.ch

Ombudspeople
Qualified help and mediation in case of conflict
Prof. Wilfred van Gunsteren (em.)
044 632 55 01
wfvgn@ethz.ch

Dr. Maryvonne Landolt
maryvonne.landolt@retired.ethz.ch

Safety, Security, Health, Environment
Emergency Desk
external +41 44 342 11 88, internal 888

Office of Equal Opportunities
Dr. Monika Keller
CLD D 10.2
044 632 62 76
monika.keller@sl.ethz.ch

www.ee.ethz.ch/code-of-conduct

ETH Zurich
Department of Information Technology and Electrical Engineering
Gloriastrasse 35
8092 Zurich
www.ee.ethz.ch

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Code of Conduct

ETH Zurich and the Department of Information Technology and Electrical Engineering aim for highest quality in teaching and research.

At D-ITET, we maintain an inclusive, open and friendly environment, where our students, employees and faculty can thrive and achieve their highest potential, based on mutual respect. To preserve this cordial environment, we do not tolerate misbehaviour of any kind, including threats, violence, bullying, sexual harassment, discrimination, or dishonesty in study and in research.

Prof. John Lygeros, Head of Department

Our principles

We want to ensure that our environment is respectful and professional for all of our members including professors, students, lecturers, research, administrative, and technical staff.

MUTUAL RESPECT AND RESPONSIBLE EVERYDAY INTERACTION
We maintain a supportive environment for all members of the department, regardless of origin, religion, beliefs, gender, or sexual identity.

OPEN AND FAIR COMMUNICATION AND CONFLICT RESOLUTION
We communicate openly and sympathetically with each other. All conflicts are resolved in a fair and objective manner.

HONESTY AND INTEGRITY IN ACADEMIC MATTERS
We document methods, data, workflows, and results faithfully. There is a clear distinction between own work and the work of others. All sources are credited correctly.

Inappropriate behaviour

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Inappropriate behaviour

THREATS AND VIOLENCE
Violence at the workplace includes any action, incident, or behaviour that departs from reasonable conduct in which a person is assaulted, threatened, harmed, injured in the course of, or as a direct result of, her or his work (International Labour Organization, UN, p. 10). Physical violence of any kind is unacceptable in our community. Psychological violence is subtler but no less cruel.

BULLYING
Bullying is the regular, systematic harassment by colleagues, managers, or subordinates over an extended period with the aim of exhausting the person in question and gradually driving them out of their job, or study program (Leymann H, 2006).

SEXUAL HARASSMENT
Any harassing behaviour of a sexual nature or other behaviour related to the persons sex that adversely affects the dignity or equality of women or men in the workplace is discriminatory (see Swiss Gender Equality Act, Art. 4).

DISCRIMINATION
Intentional or unintentional discrimination of persons in comparable situations because of actual or attributed group-specific characteristics such as gender, origin, nationality, religion, ideology, physical ability, sexual identity, and professional status (see Federal Constitution of the Swiss Confederation, Art. 8, para. 2).

INAPPROPRIATE BEHAVIOUR IN STUDY AND RESEARCH
Our interpretation in detail:
- Knowingly or unknowingly incorrect behaviour in study or in research.
- Irregularities in examinations.
- Not giving proper credit to others’ ideas.
- Proporportionately less contribution to group projects.
- Inaccurate statements about one’s own work or the work of third parties.
- Manipulation of data and results.
- Dishonesty in IT licenses.

How to react to inappropriate behaviour

- If you are a victim of inappropriate behaviour, you should respond quickly and firmly.
- A slow response makes it more difficult to convey that the behaviour or actions are inappropriate and unwelcome. It must be understood that you will not tolerate such behaviour. If you are silent or passive, this can be interpreted as acceptance of the inappropriate actions and behaviour.
- If verbal communication is unsuccessful, inform the harasser in writing that the inappropriate behaviour must stop. See sample letter to someone harassing you on the website: www.ee.ethz.ch/code-of-conduct.
- Talk to other people. Determine if others are having similar experiences.
- Document your situation. Keeping a detailed log in which you note all incidents (i.e. the person harassing you, date, time, place, words, gestures, type of offence, witnesses) can make it easier to prove inappropriate behaviour and actions.
- Depending on the type of inappropriate behaviour, ETH regulations provide different mechanisms through which complaints can be escalated. The people on our contact list can advise on this matter.
- People who accuse innocent people of inappropriate behaviour can expect the same consequences as those who harass others.

Please find more information on: www.ee.ethz.ch/code-of-conduct

The ITET Code of Conduct is in line with the Federal Act on Gender Equality and the Swiss Code of Obligations as well as the ETH Respect campaign.