Respect paves the way for high performance

Working and studying ...

... without threats and violence
The security of all employees and students is an important priority for ETH Zurich. No-one should be afraid of becoming a target for violence, threats or stalking.

... without sexual harassment
All members of ETH Zurich have the right to expect that their personal space will be respected in person-to-person contact. Sexual harassment is not tolerated at ETH Zurich.

... without bullying
A good working environment is essential for peak performance. This includes team spirit, trust and an atmosphere that is motivating and free of fear. It is vital to have a culture of open and fair communication and conflict management.

... without discrimination
ETH Zurich will not tolerate discrimination against its members on the grounds of gender, sexual orientation or social, ethnic or religious background. ETH demands a high level of human and professional competence from senior personnel in all categories.

What to do if you do not receive respect
Wherever there are people working together, there are also likely to be occasional misunderstandings and conflicts between them. ETH Zurich would like to help its employees and students if they are confronted with behaviour showing a lack of respect. There are various contact points, the employees of which are bound by confidentiality. They will not do anything without the consent of the person concerned.

For full further details, go to:

www.respect.ethz.ch
Dear ETH members,

The diversity of the ETH community is a great opportunity for our university. In order for people to get along well with one another, personal boundaries must be respected.

Respect begins by simply listening and allowing others to finish speaking and extends right through to observing the privacy of others. Senior personnel are role models and therefore have a particular part to play in this. I expect them to set an example for and demand respectful behaviour.

All ETH members are entitled to have their personal integrity protected. ETH Zurich will not tolerate threats, bullying, discrimination or sexual harassment. We stand by that.

Ralph Eichler, President of ETH Zurich