

## **Ethical guidelines for students and staff at Funen Art Academy**

### **Bullying and harassment**

Funen Art Academy does not tolerate bullying and harassment, including sexual harassment, abuse and violence. Bullying, harassment, sexual harassment, abuse, hostile behaviour and violence may be isolated instances of inappropriate actions or repeated actions and behaviours that are experienced by the recipient as abusive and degrading and which negatively impact the recipient's psychological working and learning environment.

Students are encouraged to report all incidents and experiences that do not meet the guidelines above to the rector, study board or chairman of the board. All reports will be handled confidentially and respectfully, with focus on the integrity and experience of the individual.

The above applies to relations between staff members and students, among students and among staff members.

Staff members are obligated to report any information regarding bullying, harassment and abuse they become aware of to the rector or the chairman of the board.

### **Professional and academic relationships**

Students, staff and teachers must show mutual respect for the personal and professional integrity of the individual student and staff member and should avoid use of offensive or crude language. This also applies to offensive actions or gestures.

Relationships between staff and students may never be of such a character that the capacity and objectivity of the teacher or staff member could be called into question.

This means that sexual relations, for example, between teachers/staff members and students are not acceptable at Funen Art Academy.

This also applies to financial relations between staff members and students. Business relations between students and teachers, whether paid or not, are likewise not in accordance with the ethical guidelines at Funen Art Academy.

In the case of close family relationships between staff members and students, the staff member is required to make the school's leadership aware of this.