

## **CODE OF ETHICS**

of the Aleksander Zelwerowicz National Academy of Dramatic Art

### **Preamble**

The Aleksander Zelwerowicz National Academy of Dramatic Art is a common good of the whole Academy Community. It is a place where the process of widely understood education in the field of theatre arts is based on the best elements of tradition and innovative approach. It is a space of artistic freedom, creative teaching and freedom of expression.

### **1. Introduction**

1. The Code of Ethics of the Aleksander Zelwerowicz National Academy of Dramatic Art (hereinafter referred to as the "the Academy") defines basic values, rights and liberties on which social order and interpersonal relations in the Academy are based.

2. Observing the basic values, rights and freedoms defined in the Code of Ethics is the duty of all the Students and Employees of the Academy.

3. The aim of the Code of Ethics is to guarantee such conditions of the educational process in which artistic freedom, creativity in teaching, and freedom of expression are exercised in a responsible, ethical manner, and which ensures respect for the fundamental rights and freedoms of all Students and Employees of the Academy.

4. The Code of Ethics is not intended to restrict anyone's artistic freedom, creativity in teaching, or freedom of expression.

5. Whenever the Code of Ethics refers to:

Persons Studying it should be understood as all students of the Academy and doctoral students, Persons Employed at the Academy should be understood as academic teachers, members of the Bodies of the Academy, administrative staff, all other employees employed by the Academy and any person performing any work for the Academy on any basis, even if it is of a short-term, incidental or episodic nature, the Academy Community should be thus understood as Persons Studying and Persons Employed at the Academy.

### **II. Basic values, rights and freedoms**

1. The Academy is an artistic university of a special character. It accepts creative and innovative approaches to the process of broadly understood education in the dramatic arts. The applied teaching methodology may often involve various forms of physical contact. It is permissible as long as its sole purpose is theater arts education and to the extent necessary to accomplish the duly communicated teaching task.

2. Irrespective of the aforementioned special character of the Academy and the teaching methods used therein, every Student and Staff Member of the Academy has the absolute right to be treated with respect and to have their dignity, freedom of conscience, bodily inviolability, intimacy, privacy and sense of security respected.

3. The Academy does not accept unequal treatment because of gender, gender identity, sexual orientation, language, world view, religion or belief, political opinion, nationality, ethnic origin, age, genetic features, disability, economic status or membership of particular social groups.
4. No one can be treated less favourably (directly or indirectly) in a comparable situation because of any of the characteristics referred to in point II.3. Such differentiation is a manifestation of prohibited discrimination.
5. Behaviours manifesting as harassment, i.e. all undesired behaviours that have the purpose or effect of violating the dignity of a Student or Staff Member of the Academy and creating an intimidating, hostile, degrading, humiliating, or offensive atmosphere towards them, are unacceptable.
6. Behaviour which is a manifestation of sexual harassment, i.e. any unwanted behaviour of a sexual nature relating to sex, the purpose or effect of which is to violate the dignity of a Student Person or a Person Employed at the Academy, and in particular to create an intimidating, hostile, degrading, humiliating or derogatory atmosphere towards them, is unacceptable. Such behaviour may consist of physical, verbal or non-verbal actions. All of them are unacceptable.
7. Behaviour involving harassment or intimidation of a Student Person or an Academy Staff Person which causes or is objectively likely to cause low self-esteem and which causes or is intended to cause humiliation or ridicule, isolation or elimination from the Academy Community is prohibited.
8. Whilst emotion and the whole range of its expression, as well as stage behaviour characterised by vulgarity or aggression are inherent to the theatre and to the teaching of theater, they are unacceptable in interpersonal relationships within the Academy Community, even if this relates to the teaching process. This applies equally to behaviour of a verbal and nonverbal nature.
9. A Student may not be forced in any way to participate in activities that would violate their personal rights, including dignity, freedom, privacy, good name, intimacy, honor, that would lead to an offence against their religious feelings, or that would cause them objectively justified discomfort.
10. In their dealings with Students, Academy Employees shall not use or imply or promise to use their privileged position within the Academy or the theater community to influence the actions or attitude of the Student.
11. Persons who are members of the Academy Community are obliged to observe the principles of culture, respect, responsibility, honesty and impartiality in their mutual contacts. In their contacts with students, members of the Academy Governing Bodies, other persons employed at the Academy, as well as with institutions and persons from outside the Academy Community, members of the Academy Community shall behave in a courteous and cultured manner and provide comprehensive, factual and concrete information.
12. Persons who are members of the Academy Community shall follow the principle of proportionality in their activities. Charges imposed on Employees or Students of the Academy must be commensurate with the purpose of their activities and must not in any way restrict the rights of those on whom the charges are imposed.

13. Any personal or family relationship between Academy Employees and Students must not in any way affect the position of such persons, the decisions made in relation to them, or the assessment of their work and academic progress. Any unequal treatment of a Student by reason of whether or not they are in such a relationship is unacceptable. Any such personal relationship between members of the Academy Community, or the intention to enter into or terminate such a relationship, must in no way result in an unwarranted invasion of the privacy or intimacy of either party. This includes, but is not limited to, solicitation or persistent attempts by either party to have private contact.

14. There is no implied consent in the area of sexuality or intimacy at the Academy. Any conduct of an intimate nature or in any way relating to sex or sexuality that occurs without the express, free, informed, present and full consent of the person involved is considered unacceptable. In particular, there can be no free consent if it is obtained even in the slightest degree through the use, promise or threat of use or even the reasonable apprehension of use of a relationship of dependence or subordination.

15. Every Student at the Academy is entitled to a substantive, fair, accurate assessment of his or her ability, academic progress and work in accordance with the criteria outlined above.

16. Every Student of the Academy has the right to free expression of his/her personality, manifested, among others, in his/her appearance, dress, and behaviour. In situations that are not directly connected with the teaching process or work on a role, the manifestation of that expression may not be restricted in any way as long as it does not violate the provisions of the Code of Ethics and generally accepted rules of social coexistence.

17. Nothing justifies taking actions against Students or Employees of the Academy that are prohibited under this Code of Ethics. In particular, such actions are not justified by the teaching method used.

18. Actions in violation of the provisions of this Code of Ethics shall be deemed to constitute a violation of the dignity of the academic profession.

### **III. Response and Assistance**

1. Out of concern for the welfare of the entire Academy Community, every Student and Staff Member of the Academy should react to actions that are prohibited under this Code of Ethics, regardless of whether they are the victim of such actions or have knowledge of them. In particular, such a person should report the matter to the competent authorities of the Academy, in particular to the Student Ombudsman appointed for this purpose. The reaction of a Student or Staff Member of the Academy to such actions may not result in negative consequences for them.

2. Any Student and Person employed at the Academy who believes that he or she has been the victim of conduct prohibited under this Code of Ethics may rely on the Academy to assist him or her, at a minimum, by diligently investigating and clarifying the circumstances of the case to the extent and in a manner appropriate to those circumstances (any further steps depend on the outcome of such investigation).