



Una Europa Code of Conduct

Una Europa Code of Conduct establishes the principles for professional conduct and interaction to create a supportive, collaborative, and respectful environment. These principles serve as a shared framework to guide interactions, foster mutual understanding, and ensure that everyone involved feels heard and respected. By agreeing on these principles, we aim to create a safer space where collaboration can thrive as a community.

We commit to constructive and respectful communication

We commit to listening and expressing diverse viewpoints in a constructive and respectful manner. This includes criticism as much as trying to understand the position of the other participant(s) during discussions.

We approach discussions with a willingness to learn and critically examine our own assumptions and preconceptions. We are aware of the differences of language and concepts used in different disciplinary contexts and are willing to enter into a constructive dialogue about them. We are ready and willing to be uncomfortable and to discuss critical matters, and open to being challenged in a spirit of mutual growth and understanding.

We, as a community, a group and as an individual, share a collective duty to uphold respectful dialogue and encourage open exchange of views.

We are mindful that not all participants have English as their first language. This may create inequalities in communication, and it is important to exercise patience and understanding.

We maintain a safer and inclusive environment

The Una Europa community consists of diverse individuals. We understand that assumptions, discomfort, and tolerance often depend on the positionality of the individuals involved and consider how power dynamics and perspectives influence these interactions. We also recognize that people may have different experiences in reflexive learning and unlearning in prior educational, societal, and disciplinary contexts. While we acknowledge existing power dynamics, we are committed to creating an environment where all contributions are equally valid, respected and valued.

We do not, based on external appearances, make assumptions or generalisations about someone's background or abilities. We don't accept harassment, racism, ableism or discrimination based on personal characteristics or background. We do not make offensive remarks or touch other people without their permission.

We respect other community members and their experiences, diverse perspectives and other people's boundaries. We recognize and value the unique strengths and contributions that arise from each person's perspectives and experiences.

If you experience or observe harassment, discrimination or inappropriate behaviour, contact the event organisers.

We are courageous, and to give and receive feedback.

We are courageous in giving and receiving feedback, recognizing it as a vital part of building an equitable and respectful workplace. We understand that our words and actions, even when well-intentioned, can



have unintended impacts. In a professional setting shaped by broader systems of power, we acknowledge our responsibility to be aware of how these dynamics show up in our interactions.

We approach each other with humility and care, knowing that accountability is not about blame, but about growth, trust, and mutual respect. We see accountability as a practice rooted in relationship: it means taking ownership of our impact, being open to learning, and engaging in repair when harm occurs.

We commit to cultivating a culture where feedback is shared thoughtfully, received openly, and used as a tool to foster inclusion, equity, and collective wellbeing. Accountability, in this context, is an expression of commitment—to each other, to our values, and to a more just and liberatory future.