

THE HAGUE UNIVERSITY OF APPLIED SCIENCES INTEGRITY CODE

VERSION 2018



let's change
YOU. US. THE WORLD.

THE HAGUE
UNIVERSITY OF
APPLIED SCIENCES

Let's change. You. Us. The world. That's what The Hague University of Applied Sciences encourages everyone to do. THUAS is engaged with the challenges of the world in which we live and its core values are 'care, connect and curious'. We empower our students to change and improve the world in which they live.

We are dedicated to further improving our quality through

- promoting global citizenship, and inclusive education;
- further developing our international profile; and
- establishing networks.

That can only happen if we work together, evolve and achieve change in the process. The Hague University of Applied Sciences is creating a secure, involved environment in which we as world citizens can develop and innovate. The Integrity Code has been drawn up to promote this environment.

The Hague University of Applied Sciences Integrity Code is an ethical and professional code for creating, promoting and maintaining an optimum and socially safe environment for study and work. Our aim is that all staff and students feel welcome, safe and valued when they are with us.



THE HAGUE UNIVERSITY OF APPLIED SCIENCES INTEGRITY CODE

Integrity is an important condition for the achievement of our objectives. We start from a shared ethical awareness and clarity about our actions towards students, colleagues and the outside world.

We opt for a 'THUAS focus' on integrity, with the key values of: *professional, engaged and open*. The Hague University of Applied Sciences Integrity Code describes and stimulates the conduct required. The code offers certainty when taking decisions about integrity dilemmas that we face. These primarily involve decisions which allow a certain degree of freedom based on intrinsic values and standards. It goes without saying that we do not tolerate inappropriate behaviour and that we strictly comply with the external laws and regulations.

USE OF THE CODE

We expect that the Executive Board, management and staff will act in accordance with the spirit of this code. We expect to be held accountable by colleagues, students and external relations for compliance with this code. In addition to the Integrity Code, the THUAS also has various rules and regulations.

You should discuss integrity issues in principle with the persons immediately involved or your manager. However, there are situations in which you prefer not to discuss these with your manager. In these cases, you can turn to the confidential advisor, the Staff Ombudsman, a HR advisor or the Employee Appeals Committee. Students can turn to a student counsellor, a confidential advisor or the Student Ombudsperson. Students can submit complaints to the Legal Protection Office, which falls under the Board Affairs service department. THUAS also has a whistleblowers' scheme which both staff and students can resort to. External parties can turn directly to one of the directors or the Executive Board.

Any failure to comply with the Integrity Code may lead to sanctions as described in the collective Labour Agreement or other relevant laws or regulations. THUAS states the number of reported incidents and the nature of these in its annual report.

This Integrity Code follows on from the codes that were drawn up in 2008 and 2010, and replaces these codes.





PROFESSIONAL

This means that we:

- ▶ show ownership for our work and take responsibility for this;
- ▶ make choices and believe in focus;
- ▶ place the interests of THUAS first and avoid personal or commercial conflicts of interest, or the appearance of these;
- ▶ take responsibility for the social and physical safety of everyone who works and studies at THUAS;
- ▶ deal responsibly with power relationships concerning students and staff;
- ▶ arrive at every evaluation of students and staff with care;
- ▶ show exemplary conduct and are reliable ('practice what you preach');
- ▶ stay in line with recognised principles of ethical research when setting up and conducting research.

ENGAGED

This means that we:

- ▶▶ make a contribution to realising THUAS' ambitions as set out in the Institutional Plan;
- ▶▶ involve each other and students with important developments;
- ▶▶ take small steps and experiments in order to achieve our goal;
- ▶▶ do not undermine THUAS or promote ourselves at the expense of THUAS;
- ▶▶ do everything possible to stimulate the development of our students and increase their chances of academic success;
- ▶▶ apply equality and inclusivity as basic values;
- ▶▶ diligently use THUAS' resources (money, equipment, data and personal data, furniture, etc.);
- ▶▶ carefully handle reports of integrity violations. In principle, we first address the person(s) concerned;
- ▶▶ individually responsible for compliance with this code.



OPEN

This means that we:

- ▶▶ inspire each other to connect our personal passion with that of The Hague University of Applied Sciences;
- ▶▶ believe that we need each other, with our different perspectives, in order to be able to do our work;
- ▶▶ create a working environment of mutual trust in the university of applied sciences;
- ▶▶ are open and reflect honestly on successes and failures in order to learn from these;
- ▶▶ are able to deal with feedback and criticism and are prepared to learn from our mistakes;
- ▶▶ do our work with an open mind and engage in debate about this – we do not have hidden agendas;
- ▶▶ deal constructively and respectfully with different views and opinions;
- ▶▶ embrace people who show courage;
- ▶▶ order information clearly and organise it so that it is accessible to interested parties;
- ▶▶ test our actions against external and internal regulations.

The Hague University of Applied Sciences



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