Code of Conduct of the Faculty of Social Sciences – Faculty 03

Preamble

Faculty 03 is committed to the guiding principles and standards of Goethe University Frankfurt, which foster equal opportunity, diversity, mutual respect, and a discrimination-free environment for work and learning. These values are rooted in the guiding principle of Goethe University and the University's Anti-Discrimination Policy.

Our Goal is to foster an environment in which all members of the faculty 03 are treated with respect regardless of their background, gender, gender identity, sexual orientation, disability or chronic illness, age, religion or belief, and are able to develop their full potential in their studies, teaching, research and administration.

Our self-understanding

We are creating a culture of mutual respect by showing appreciation with integrity and transparency. Discrimination, harassment and degrading behavior have no place in our faculty. All members of the faculty share responsibility for ensuring teaching, learning, research, and work are free from discrimination and provide equal opportunities. Employees in leadership, supervisory, examination, and decision-making roles carry a special responsibility.

We encourage faculty members to reach out to ombudspersons as well as the complaint and counselling offices at Goethe University if they experience conflicts or discrimination. In cases of discrimination, the Anti-Discrimination Office (Antidiskriminierungsstelle) offers confidential counselling and support, and the Discrimination Complaint Office (AGG-Beschwerdestelle) at Goethe University is also available to assist.

Equal opportunities and diversity

Diversity enriches our department. We are committed to fair and transparent processes of recruitment, appointments and committee placements. The Equal Opportunity Council of the Faculty (gleichstellungsrat@soz.uni-frankfurt.de) is involved in the selection process.

Diverse horizons, perspectives and experiences should be integrated into decision-making processes with active promotion of equal opportunities.

Supporting studies, research and careers

We support the academic and personal development of all members of the faculty. Early career researchers and students should be provided with appropriate conditions to further develop their skills and achieve their academic goals.

We actively work to counter existing disadvantages wherever possible and strive to remove barriers. We foster an open and respectful scientific discourse. Studying, researching, and teaching are conducted in accordance with the principles of good scientific practice.

Embracing diverse perspectives is at the core of the work of self-government committees. Therefor we aim to achieve gender balance and diversity across all committees and working groups within the faculty.

Consideration of individual life circumstances

The faculty takes into account diverse life situations and individual needs, such as those arising from family and care responsibilities, health challenges, or other personal circumstances. Within the scope of organizational possibilities, we support flexible and family-friendly solutions as well as an inclusive design of university studies and daily work life whenever possible.

Culture of communication and teaching

Respectful communication forms the foundation of our cooperation. We promote constructive, non-discriminatory dialogue and apply gender and diversity-sensitive language. We are also committed to teaching that is mindful of discrimination and provides equal opportunities, creating an open and appreciative learning environment.

We promote a positive culture of learning from mistakes in which we take responsibility for our actions and learn from them. A constructive and respectful culture of feedback and dialogue is an essential part of our professional and trusting cooperation. We take problems, conflicts and concerns regarding misconduct seriously and treat everyone involved with respect, while handling their concerns confidentially. The faculty understands equal opportunities and anti-discrimination as an ongoing responsibility. Respectful interactions, reflections on our own actions and a willingness to engage in an open dialogue are the foundation for this work.

Counselling and support

Members of the department can contact the Faculty Manager, Dr. Susanne Braun, with any questions or concerns, as well as make use of the counselling and support services offered by Goethe University. Detailed information on counselling services, gender equality, diversity, and anti-discrimination can be found on the relevant Goethe University webpages.

If you have any questions regarding the Code of Conduct, please don't hesitate to contact: dekanat.fb03@soz.uni-frankfurt.de.

This guidance document was prepared by representatives of Faculty 03 – Social Sciences (as of July 2026).