

STUDENT CODE OF CONDUCT

The Student Code of Conduct (the "**Code**") applies to all students (the "**Students**") enrolled in one of the programmes of the Graduate Institute of International and Development Studies (the "**Institute**").

I. Core Values and Principles

As stated in the Institute's Charter (available [here](#)), students must respect the fundamental values of excellence, independence, responsibility, solidarity and diversity. These values promote mutual respect for the dignity, rights and well-being of all persons. The Code sets out the standards of conduct that the Institute expects from Students so that everyone can pursue their studies in a safe and welcoming environment.

II. Definition

In addition to behaviour which constitutes a violation of the relevant legislation (e.g. defamation, infringement of property, sexual harassment under Swiss law, etc.), the Institute prohibits any conduct contrary to (i) its fundamental values and principles (whether expressed orally, in writing or by electronic means) and to (ii) rules of behaviour decreed by the Institute. Such conduct includes, but is not limited to, sexual harassment (as defined by Swiss law), as well as all forms of harassment, hazing and discrimination based on, in particular, gender identity and expression, age, disability, colour, ethnic origin, or socio-economic status, sexual orientation, pregnancy and motherhood, family responsibilities, and religious or political beliefs.

III. Process

1. Procedure:

Students who consider themselves victims of harassment, assault or discrimination can, in the first instance, contact Antenne H (more information [here](#)). A representative of Antenne H will meet with the student, provide support if necessary, and explain to them the different actions they can take, including the possibility of mediation. If they wish to proceed further, the student can file a formal complaint as outlined below.

Any alleged violation of the Code must be reported in writing to the Office of the Director of Studies. The complaint letter must include the name of the complainant and all relevant facts, including but not limited to, a description of the alleged violation of the Code, the date, time, location and place of the alleged violation, and the names of the people concerned. All documents relating to the complaint must be attached to the complaint letter.

A commission composed of the Director of Studies, the Academic Adviser, a member of the Executive Direction, a member of the Graduate Institute Student Association (GISA), and a representative of Antenne H (collectively, the "**Commission**") shall then determine whether the allegation is supported by the facts presented. A finding by the

Commission that there has been a violation of the Code may result in a sanction. The Commission will issue a report to the Director of the Institute after the alleged misconduct is investigated (for example, through the examination of evidence, a hearing of the persons concerned, etc.). Members of the Commission are bound by a strict duty of confidentiality.

2. Penalties:

In addition to the sanctions imposed by law or by other regulations of the Institute, depending on the seriousness of the violation, the following sanctions will be imposed:

- a) A verbal warning, which will be noted in the student's file;
- b) A written warning, with or without a decision to place the student concerned "on probation" for a fixed period of time not exceeding six months;
- c) A formal reprimand, with or without a decision to place the student concerned "on probation" for a specified period of time not exceeding 12 months.
- d) A formal reprimand, with or without notice that a further violation of the Code may lead to suspension of the student from the Institute;
- e) Suspension for a fixed period not exceeding six months, with or without notice that a further violation of the Code may lead to expulsion of the student [from the Institute].

A suspension has the following effects:

1. Cancellation of all ECTS credits obtained during the semester in which the violation of the Code was committed;
 2. During the period of suspension, the student may neither participate in teaching, internships or workshops, nor be assessed, nor obtain ECTS credits.
- f) Expulsion of the student in accordance with Article 13.1 of the study regulations of the master's and doctoral programmes (available [here](#)).

Sanctions will be imposed by the Director of the Institute, in principle within one month of receipt of the complaint. The decision for expulsion is made by the Director of the Institute, who will take into consideration any exceptional situations.

IV. Appeals:

Any appeal against a decision resulting from the application of the Code must be filed in the format and within the time limits laid down by the applicable regulations (the Regulations relating to appeal procedures at the Graduate Institute of International and Development Studies are currently available [here](#)). An appeal can be made by the student against whom a sanction has been imposed as well as by the student who filed the complaint.

V. Entry into force

The Code of Conduct applies to all students and enters into force on 5 November 2020.

The Code of Conduct was approved by the Foundation Board on 5 November 2020.

The French-language version of this document is the authentic text.