



ETHICAL GUIDELINES

**FOR THE STATE UNIVERSITY
FOR MUSIC AND PERFORMING ARTS STUTT GART**

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1. PREAMBLE

At an institution like the State University of Music and Performing Arts Stuttgart, people interact on very different levels. Students and teachers, members of the Rector's office, employees in administration and the library, external service employees - everywhere individuals encounter each other in a wide range of work, teaching and dependency relationships. Our University should be characterized by the respectful and dignified interaction of all persons here.

Only through mutually courteous and considerate interaction can a positive working and learning environment be created, free from any discrimination or harassment. This creates the space necessary for self-determined artistic development. It is the duty of all university members to protect this space actively at all times.

2. EXPLANATION OF CIRCUMSTANCES

There are different teaching formats at any University for Music and Performing Arts. The comparatively small number of students and the prevailing special forms of individualized teaching and instruction in small groups often bring about a very intimate atmosphere which is normally very beneficial to the learning process. This closeness is characterized by care and responsibility for the students.

The trustful atmosphere of one-on-one instruction offers the opportunity to respond to the individual profile of the student from the methodic and didactic point of view, with the objective of developing their artistic and emotional depth. It is important to maintain a sound balance between constructive proximity and professional distance. It must be taken into account that there is inherently a relationship of dependency between students and teachers which must not be abused.



Due to the different areas of interaction, group teaching (e.g. small group, ensemble) develops an important dynamic which all university members can recognize and appreciate. Respectful treatment of all persons is paramount here.

Misdirected competitive thinking, excessive evaluation standards and inappropriate forms of criticism on the other hand are destructive - they can even lead to bullying.

Hierarchies in all areas, in teaching as well as administration, are perceived as necessary structures, but must not be abused as instruments of power.

3. DANGERS IN INTERPERSONAL DEALINGS

Boundaries and crossing lines in social interaction are something individuals experience in a very subjective way. Not crossing another person's boundaries in interpersonal dealings plays a central role in harmonious coexistence. Personal boundaries can be determined by individual as well as cultural factors, e.g. greeting rituals.

Each individual person has the right to demarcate and communicate their own boundaries. These must be respected and taken into account by those who come into contact with them. Personal lines can be crossed on the verbal, non-verbal, mental and physical level.

Teachers must be aware of the fact that students often do not have the courage to articulate their need for distance and freedom. The interlocking and merging of university routine, private life and leisure time should be avoided.

In instrumental, singing and acting classes, physical contact can provide useful help in rehearsing or correcting movement patterns, breathing techniques, choreography and the like. Its pedagogic motivation must be clearly discernable; beyond that such contact must take place only by mutual consent.

If boundaries are ignored or deliberately disregarded, this can result in the permanent strain and long-lasting impairment of the persons affected.

4. EXTREME CASES: SEXUAL HARASSMENT AND SEXUAL ASSAULTS, CORRUPTION

Crossing boundaries in the form of sexual harassment and assaults is no trivial offense, but constitutes an unlawful act (based on service law regulations / German state university law). Such acts can occur verbally (e.g. derogatory, debasing or sexist remarks) or non-verbally (e.g. showing pornographic representations, unwanted contact to the point of sexual duress, or rape).

All forms of corrupt behavior are also unlawful acts.



5. PROCEDURE FOR PROBLEMATIC CASES

In conflict situations and in case of doubt, the persons affected should address the following contact persons:

- Liaison lecturers
- Equality commissioner
- Staff committee (only for administrative staff)
- Rector

A list of the names and contact information of the contacts presently in charge is attached to this document.

Ethical misconduct must be reported, so that any appropriate and relevant sanctions can be initiated.

It is also important and desirable for reasons of solidarity with other persons affected, so that problematic behavior does not occur repeatedly and so the University management can intervene.

It can be problematic if a teaching relationship, which is inherently a relationship of dependency, turns into a private relationship. To safeguard neutrality, in this case a solution must be found which involves the termination of the teaching relationship between the teacher and student in question.

These guidelines were adopted by the Senate of the State University of Music and Performing Arts on 24 May 2017 and by AStA [student representatives of the departments] on 16 June 2017. They will be brought to the attention of all University employees and provided to new colleagues for declaring their consent. They will additionally be handed out to new students so that they know about the guidelines and their rights.





ANSPRECHPERSONEN

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