

Avans University of Applied Sciences Integrity Code

1. Integrity at Avans University of Applied Sciences

The underlying premise is that all actions of those affiliated with and all regulations of Avans University of Applied Sciences must be in line with the integrity code.

Paragraphs 2a to 2e set out clearly what Avans means by this.

The regulations/documents referred to in section 3 provide further clarification regarding specific aspects of integrity.

The integrity code has been drawn up for all staff and students of Avans.

The integrity code has been translated into 10 **rules of conduct** in order to make it practicable in day-to-day situations.

2. Integrity code

- a. All staff and students are expected to refrain from any behaviour, both within and outside Avans, that could be detrimental to integrity. They are expected to be able to assess risks and vulnerabilities and to avoid situations in which appearances could turn against them or against Avans. Where necessary, we hold each other to account.
- b. Staff members of Avans are not permitted, directly or indirectly, without the written approval of the employer:
 - to have an interest in works or expenditure on works or supplies or services carried out for or by the employer,
 - to request or accept rewards, donations at market value, gifts, favours or similar from third parties who have or are seeking a relationship with the employer,
 - to have an interest in undertakings, associations, foundations or businesses that are active in the same area as the employer, or provide advice and assistance to such undertakings, associations, foundations or businesses,
 - to use the employer's personnel or material or immaterial property for their own benefit.
- c. With regard to **intellectual property** the Netherlands Association of Universities of Applied Sciences (HBO-raad) has concluded the 'Reader Agreement' with the Dutch Publishers Association and the Stichting PRO Foundation for Publication and Reproduction Rights, for the copying of copyrighted works and parts thereof. This agreement has also been signed by Avans.
- d. Avans is an organisation in which **learning to innovate** and **professionalism** are important pillars: it encourages people to learn and as an organisation it is constantly learning to develop. All those affiliated with Avans are expected to actively participate in the development of a common learning attitude. In this respect, basic values serve as a springboard for acting with integrity.

e. Avans considers the **basic values** of Openness, Responsibility, Respect, Active Participation, Social Involvement and Sustainability to be the foundations for integrity.

1. *Openness*

For Avans, openness means being receptive to other people's opinions and to new experiences. It also means having an open mind and being able to defend your own position. Open also stands for transparency, accountability where appropriate and accessibility when requested. A learning organisation is an open organisation.

2. *Responsibility*

At a learning organisation, everyone must be given and accept the responsibilities befitting their role and position. Everyone should therefore be prepared to be accountable for the way in which they exercise this responsibility. There can be no open and active participation without individual responsibility. There can be no responsibility without accountability. A learning organisation cannot continue to exist without a mutual willingness to take responsibility.

3. *Respect*

To Avans, respect is first and foremost about avoiding damage to people or goods. It also means accepting people as they are: being tolerant of their opinions, beliefs and actions, provided these are not harmful to third parties. Respect is about treating others the way you want to be treated. To Avans, respect also entails being discreet about matters that come to your attention and careful with the property of others or the community. A learning organisation demands a respectful and professional attitude. Only those who adopt this attitude can learn what is valuable and meaningful.

4. *Active participation*

Active participation refers to personal commitment and being proactively involved in the work of Avans. The organisation will fail if students behave like consumers and staff like dutiful implementers. Active means wanting to participate, setting high standards for yourself and others. And we hold each other to account in this regard. This creates a space that is conducive to study and work. A learning organisation can only operate successfully if everyone participates actively.

5. *Socially aware*

Avans expects its staff and students to be aware of and participate in their social environment. They should also be aware of society's values and norms. They demonstrate their professionalism by being socially aware; professional ethics plays a key role in this. Avans accepts its responsibility in this respect by explicitly addressing the social and ethical dimensions of professional practice in its study programmes.

6. *Sustainability*

Avans expects its staff and students, but also its business partners, to treat its environment with care and respect. For staff, this means focusing on day-to-day situations when transferring these values to students, so as to prepare them for their future professional life.