

SOCIAL SAFETY

What is social safety?

Social safety refers to an environment in which all activities and interactions are guided by the values of collegiality, integrity, equality, respect, openness and consideration for others.

Any form of inappropriate behaviour, intimidation, aggression, bullying or discrimination is considered unacceptable, regardless of a person's position or status.

Why is social safety important at UJEP?

At Jan Evangelista Purkyně University (UJEP), we consider social safety a key element in creating an open, safe, fair and ethical university environment for all members of the university community, as well as for those who work with or visit the University.

A socially safe university environment provides a safe space for everyone to study and work. It is based on mutual respect, supports the development of individual talent, provides access to support services for dealing with personal difficulties and complaints that may affect study, academic or professional performance, and ensures transparent procedures and measures for addressing breaches of established standards of conduct.

At UJEP, we strive to create an environment that promotes freedom and individual development in both study and work.

JAN EVANGELISTA PURKYNĚ UNIVERSITY IN ÚSTÍ NAD LABEM DOES NOT TOLERATE ANY FORM OF INAPPROPRIATE BEHAVIOUR THAT UNDERMINES SOCIAL SAFETY.

What is inappropriate behaviour?

In the context of social safety, inappropriate behaviour includes bullying, physical or psychological aggression, intimidation, harassment and violence (including sexual and gender-based violence), workplace bullying, including bullying by supervisors, colleagues or subordinates, and discrimination based on age, nationality, gender, religion, political views, social or economic status, or other factors.

What do we expect at UJEP?

All members of the university community – including students, employees, visitors and others connected with the University – are expected to behave in a collegial, respectful, considerate and courteous manner.

What do we strive for at UJEP?

UJEP strives to create a working, educational and social environment in which the rights and dignity of all members of the university community are respected.

Our key priorities include promoting a safe environment, rejecting inappropriate behaviour and providing support to those affected by it.

Everyone at UJEP has the right to expect professional conduct from others and, at the same time, is responsible for their own behaviour. Everyone should respect the dignity of others and speak up about inappropriate behaviour if they witness it.

Providing support to those affected by inappropriate behaviour is essential. UJEP actively works to prevent such behaviour and provides information, resources and support to those who experience it.

Have you experienced or witnessed inappropriate behaviour and are unsure what to do?

You can contact the [UJEP Ombuds Office](#).

Contact details and further practical information are available on the [UJEP Ombuds Office website](#).

THANK YOU FOR HELPING US PROMOTE SOCIAL SAFETY AT UJEP AND FOR NOT TOLERATING INAPPROPRIATE BEHAVIOUR AROUND YOU.