



LUDWIG-
MAXIMILIANS-
UNIVERSITÄT
MÜNCHEN

BIOMEDICAL CENTER MUNICH
BIOMEDIZINISCHES CENTRUM MÜNCHEN



CODE OF CONDUCT – BMC

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I. Introduction

The Biomedical Center's mission is to conduct excellent research, education, training and outreach in Biomedicine.

All academic, administrative and technical employees strive for the best possible conditions to achieve this mission. We support and pursue diverse research interests, and together make every effort to create a mindful, stimulating environment that enables all employees to creatively and sustainably contribute to the BMC mission and push the boundaries of knowledge.

We strive to uphold the principles of equality and diversity in all areas, and to provide a working environment characterized by respect, participation and scientific integrity. The dignity and integrity of every individual is inviolable.

The BMC Code of Conduct highlights standards held to all BMC employees and provides a reference and framework for decision-making and collaboration. The guidelines are currently divided into three categories:

- Gender Equality
- Diversity
- Research Integrity

II. Gender Equality at the BMC

1. Sexual harassment and sexist behavior will not be tolerated, and we seek to identify, stop and correct misogyny and misandry. We agree to draw attention to inappropriate behavior and gender-discriminatory language and encourage others to do the same. Each person's contribution is valued and different opinions are respected. Where appropriate, we use gender-neutral language in communication and pay attention to a fair and equal participation of all occupational groups in joint activities.

2. We pledge to promote a gender-neutral work culture at BMC and to identify and remove barriers for women and underrepresented groups, particularly those that affect post-doctoral professional development and advancement. We pledge to promote talent in all occupational groups, regardless of gender, gender identity, sexual preference, family situation or cultural background. We are expected to be sensitive to our own biases, in particular when providing professional opportunities to others and also in the context of the type, content, and tone of feedback given to others.

We are encouraged to conduct regular targeted career development conversations with staff, and to incorporate feedback mechanisms on gender awareness, diversity, and equality into our workplaces. We are aware that individual groups of people (currently women) are doing disproportionately more work on academic committees than others do. We will seek opportunities to relieve their time commitment as necessary. The BMC community will work to ensure that speakers of all genders are represented at internal and external conferences, workshops, and major academic events as well as at the level of senior speakers.

3. Diverse opinions will be solicited and considered when making important decisions. Priority will be given to ensure that the composition of academic self-governance committees, as well as working and project groups, is balanced in terms of gender distribution and the respective functions in the committee/group. The BMC community aims to provide transparent, direct access to first-hand information.

4. The BMC community represents these values to outsiders, and advocates for the awareness and importance of equality.

These principles will be visibly publicized and adhered to by BMC scientists, employees, guests and newcomers. BMC members pledge to promote awareness and sustained commitment to equal opportunity and diversity issues.

III. Diversity at the BMC

1. The BMC cherishes diversity and takes pride in the achievements of all our staff and scientists. Science is a complex endeavor and benefits from contributions and talents of all stakeholders. A diverse, inclusive BMC leverages the knowledge and experiences of a broad cross section of society, helps team- and community-building, promotes the career development of our staff and scientists and helps to drive scientific innovation and excellence.

2. Discrimination has no place in the BMC and is not tolerated in any form. Every person is treated with respect, regardless of ethnicity, background, occupational group, gender, disability, religion or confession, age, sexual orientation or identity.

Hiring procedures are based on the promotion of talent, independent of ethnicity, background, gender, disability, religion or confession, age, sexual orientation or identity, while striving to increase diversity and inclusion.

Individual capabilities and personal needs of colleagues and staff are respected. Families and other staff members with special needs are supported through specific and appropriate measures.

3. At the BMC we support each other in achieving common and professional goals with honesty, fairness, transparent information and in the spirit of cooperation. We strive to create a fair and tolerant working environment, in which all employees can feel valued and address problems openly without fear of reprisal.

A community of participation is encouraged, in which employees listen to each other, recognize different opinions, offer and honor constructive feedback and together address problems to find and implement solutions.

Credit is given where due, acknowledging the ideas and achievements of groups and/or individuals.

Principles and processes underlying policies and decisions are transparently communicated.

IV. Scientific Integrity at the BMC

Ensuring Research Integrity and global principles of Good Scientific Practice is an essential value of the BMC. To this end, we promote:

- Upholding and developing standards for state-of-the-art methods (*lege artis*)
- Honesty
- Transparency
- Critical analysis and skepticism
- Responsibility for resources
- Responsibility for results

These principles have been comprehensively discussed and summarized by other experts. In particular, we adhere to the rules for implementing and safeguarding these principles detailed in the *DFG Code of Conduct – Guidelines for Safeguarding Good Research Practice* under the categories

- Standards of Good Research Practice (Guidelines 1-6)
- Research Process (Guidelines 7-17)
- Procedures in case of Non-Compliance with Good Research Practice (Guidelines 18-19)

<https://wissenschaftliche-integritaet.de/en/code-of-conduct/>

In accordance with the DFG Code of Conduct, LMU Munich also prescribes a [*Code of Conduct of LMU Munich on Self-Regulation in Science*](#) (in German), according to which the Medical Faculty and LMU provide channels for questions and complaints:

<https://www.lmu.de/en/about-lmu/structure/organizational-structure/delegated-representatives/index.html>

V. Questions or Complaints?

The most effective, if sometimes challenging, way of dealing with misconduct is at its source with the people directly involved. If possible, speak up if you feel something objectionable has occurred or a line has been crossed.

It is the responsibility of teaching staff, managers, group leaders and department heads to take complaints seriously, intervene and to resolve them ideally at the level of the individual team/group, department and faculty. Where this is not possible, counseling and outreach services are available at LMU Munich as detailed in "[Policy for Preventing, Protecting against, and Dealing with Cases of Discrimination, Harassment, Sexual Harassment, and Sexual Assault at Ludwig-Maximilians-Universität München](#)".

Official channels for questions and/or reporting cases of discrimination, questionable research practice or other issues:

Vice President for International Affairs and Diversity (for students, academic and non-academic staff)

<https://www.lmu.de/de/die-lmu/struktur/organisation/vizepraesidenten/vizepraesidentin-fuer-die-bereiche-internationales-und-diversity/>

LMU Anti-Discrimination Officers (for students, academic and non-academic staff)

<https://www.lmu.de/en/about-lmu/working-at-lmu/additional-services/diversity/antidiskriminierung/antidiskriminierungsbeauftragte/index.html>

Women's Representative, LMU Munich (for students and academic staff)

<https://www.frauenbeauftragte.uni-muenchen.de/index.html>

Women's Representatives, Medical Faculty (for students and academic staff)

https://www.med.lmu.de/einrichtungen/fb_mentoring/index.html

Equal Opportunities Officer (for non-academic staff)

<https://www.gleichstellungsbeauftragte.uni-muenchen.de/index.html>

Staff Council (for academic and non-academic staff)

<https://www.lmu.de/en/about-lmu/structure/organizational-structure/delegated-representatives/personalrat.html>

LMU Conflict Resolution Officers (for students, academic and non-academic staff)

<https://www.lmu.de/en/about-lmu/working-at-lmu/additional-services/diversity/antidiskriminierung/umgang-mit-konflikten.html>

Representative for Students with Disabilities (for students)

<https://www.lmu.de/en/about-lmu/structure/organizational-structure/delegated-representatives/index.html>

Office for Disability Services (for students)

https://www.lmu.de/en/workspace-for-students/student-support-services/studying-with-a-disability/advice-and-networking/index.html#st_img_text_master

Representative for Staff with Disabilities (for academic and non-academic staff)

<https://www.lmu.de/de/die-lmu/struktur/organisation/beauftragte-personalrat-schwerbehindertenvertretung/schwerbehindertenvertretung.html>

In-House Medical Services and Health Management (for academic and non-academic staff)

https://www.serviceportal.verwaltung.uni-muenchen.de/services/personal/betriebliche_gesundheit/index.html (information in German)

Dean of the Medical Faculty

<https://www.med.lmu.de/einrichtungen/dekanat/index.html>

Faculty of Medicine Committee on Self-Regulation in Science (Research Misconduct) Prof. Dr. Dr. Maximilian Reiser

<https://www.med.lmu.de/einrichtungen/beauftragte/index.html>

LMU Ombudsperson for Self-Regulation in Science

<https://www.lmu.de/en/about-lmu/structure/organizational-structure/delegated-representatives/index.html>

The German Research Ombudsman

<https://ombudsman-fuer-die-wissenschaft.de/?lang=en>