

## Protection of personal integrity in studies or at the workplace at KL

Integrity is a moral and ethical quality of living in which a person acts consistently and in accordance with ethical values, principles, and beliefs. Integrity includes the willingness to take responsibility for one's own behaviour, even when no one is directly observing. Such integrity creates a thriving environment and opportunities for personal growth for both students and faculty.

Integrity of a person also means his/her physical, mental, and moral integrity. Behaviour that violates a person's boundaries damage the personal integrity. This includes all types of violence, psychological, physical, and social. To promote and protect the personal integrity of all university members, all of them take responsibility to actively speak out against any violations of individual or group integrity (This is described in the first part of the Code of Conduct.): This includes zero tolerance for discrimination, bullying and bossing, sexual violence, and abuse of power.

Karl Landsteiner University of Health Sciences, as stated in the Code of Conduct, commits itself to the principles of respect and tolerance as two essential aspects of maintaining personal integrity, which are particularly important in a diverse society and educational environment. They refer to how students and teachers should treat each other, regardless of differences in culture, race, gender, religion, sexual orientation, or other individual characteristics.

This requires tolerance for other perspectives as well as respect and recognition of diversity:

**Respect** means respecting the dignity and rights of everyone, regardless of their background or opinions. Students and teachers alike should treat each other with respect by actively listening, acknowledging other opinions, welcoming diversity of shared thoughts and perspectives, and resolving conflicts in a peaceful manner.

**Tolerance** means accepting and appreciating differences, even if they differ from one's own beliefs. Students and teachers alike should be tolerant of different cultures, world views and lifestyles. This does justice to the diversity of people and their different perspectives.

Both students and teachers should actively work to create such an environment of respect and tolerance where individuals are empowered in their integrity. This promotes inclusion through open conversations, empathy, and a willingness to put oneself in other people's shoes. In a world that is increasingly diverse, respect and tolerance are crucial to reducing prejudice, preventing discrimination, and creating an inclusive learning environment in which all university members can fulfil their potential.

When students and teachers observe these principles and put them into practice, they help to create a learning environment of integrity, respect, and support that everyone involved will benefit from.