

Code of Conduct

ImmunoSensation³, Cluster of Excellence Bonn

We, the spokespersons of ImmunoSensation³, Cluster of Excellence, Bonn, are aware of our responsibilities and therefore provide this Code of Conduct in the form of a voluntary agreement. These are our guidelines for an inclusive environment and fair treatment for all our members to ensure excellent research.

Achieve and maintain equal conditions: We believe in diversity, equality of opportunities, and inclusion and are committed to creating a fair environment where people can succeed regardless of gender, age, ethnicity, disability, religion, sexual orientation, or cultural background. Therefore, we provide personnel and structural measures to support equal conditions for all.

Respectful Communication: We promote a culture of respect and constructive communication. Harassment, bullying, intimidation, or abuse of power will not be tolerated. All members are expected to treat each other with respect and fairness.

Avoid discrimination: It is important to stay sensitive in this regard and react when discrimination in terms of ethnic origin, gender, religion and beliefs, disability, age, and sexual identity arises. We are committed to supporting those who are affected.

Raising of Awareness: We offer events and workshops to raise awareness and sensitivity concerning diversity and unconscious bias. Regular meetings serve as a platform for exchanging opinions and experiences.

Good Work-Life-Balance and Mental Health: A good work-life balance and mental health are important for doing our best work and excellent research and avoiding building up stress and burnout. We are aware of how essential a good working environment is and provide support to improve the balance.

Combining Family and Career: We are committed to creating a family-friendly working environment and finding individual solutions for individual needs.

Giving Support: Our Cluster Coordination Office provides information and are offering guidance for members starting. They are available for questions and give support if needed.

Supervision and Mentoring: We support the professional and personal development of early career researchers through mentoring and career development opportunities.

This Code of Conduct reflects our shared commitment to fostering a respectful, inclusive, and supportive research environment and it is the basis of the Cluster's actions and the basis of its diversity policy.



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Speaker of ImmunoSensation³



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