

CODE OF ETHICS
at the the Polish National Film, Television and Theatre School in Lodz

I Introduction

1. The Code of Ethics defines the basic values, rights and freedoms on which the social order and interpersonal relationships at the the Polish National Film, Television and Theatre School in Lodz (hereinafter referred to as the School) are based.
2. Compliance with the basic values, rights and freedoms set out in the Code of Ethics is the duty of all members of the School community.
3. The purpose of the Code of Ethics is to guarantee such conditions for an education process in which creative, artistic and scientific freedom, creativity in teaching and freedom of expression are practised in a responsible, ethical manner that ensures respect for fundamental rights and freedoms.
4. The purpose of the Code of Ethics is not to limit anyone's artistic freedom, creativity in teaching, or freedom of expression.
5. Whenever the Code of Ethics mentions:
 - 1) the community of the School, this should be understood as persons employed at the School, doctoral students and students;
 - 2) students, this should be understood as all students and doctoral students;
 - 3) persons employed at the School, this should be understood as academic teachers, employees who are not academic teachers and all persons performing any work for the School on the basis of civil law contracts.

II. Basic values, rights and freedoms

1. The School is a public higher school of a special character that accepts a creative and innovative approach to the process of broadly understood education in the field of film and theatre arts. The teaching methodology used may often involve various forms of physical contact. This is admissible as long as its sole purpose is education to the extent necessary to complete a properly communicated didactic task.

2. Regardless of the above-mentioned special nature of the School and the teaching methods used in it, each member of the community has an absolute right to be treated with respect, as well as for their dignity, freedom of conscience, bodily integrity, intimacy, privacy and sense of security to be respected.
3. Discrimination on the grounds of gender, race, national and ethnic origin, religion and beliefs, disability, age or sexual orientation, and employment conditions, both in the public and private sphere of social life is unacceptable at the School.
4. The principle of equal treatment is applied at the School. This means the prohibition of direct and indirect discrimination for the reasons referred to in point 3. No person in the same factual and legal situation may be treated less favourably (directly or indirectly) due to any of the characteristics referred to above. Such differentiation is a manifestation of prohibited discrimination. Indirect discrimination occurs when an apparently neutral provision of the internal regulation in force at the School, criterion or practice, places a person in a particularly unfavourable position compared to other persons, unless such a provision, criterion or practice is objectively justified by a legitimate goal, and the means to achieve this goal are appropriate and necessary. Actions taken for a certain period of time, aimed at equalizing opportunities or compensating for a disadvantage related to one of the reasons listed in point 3, do not constitute a violation of the principle of equal treatment.
5. Behaviour that is a manifestation of harassment, i.e. any undesirable behaviour that has the purpose or effect of violating dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere, is unacceptable.
6. Behaviours that are a manifestation of sexual harassment, i.e. any undesirable behaviour of a sexual nature relating to gender, the purpose or effect of which is the violation of dignity, and in particular the creation of an intimidating, hostile, degrading, humiliating or offensive atmosphere, is unacceptable. These behaviours may include physical, verbal or non-verbal actions, all of which are unacceptable.
7. Behaviours involving harassment or intimidation, which cause or objectively may cause low self-esteem and cause or are intended to humiliate or ridicule, isolate or eliminate from the School community, are prohibited.
8. While emotions and the whole scale of their expression, as well as stage behaviour characterized by vulgarity or aggression, are inseparable elements of art and teaching about it, they are unacceptable in interpersonal relationships,

even if they concern the teaching process. This applies equally to verbal and non-verbal behaviour.

9. A member of the community may not be forced in any way to participate in activities which would violate their personal well-being, including dignity, freedom, privacy, good name, intimacy, and honour, or would offend their religious feelings.
10. In relationships at the School, no one may use or suggest or promise to use their privileged position at the School or the creative and artistic circles in order to influence the actions or attitude of a student.
11. Members of the School community in mutual contact are obliged to follow the principles of culture, respect, responsibility, honesty and impartiality.
12. Members of the School community in their activities are guided by the principle of commensurability. The imposed burdens must be commensurate with the purpose of the activities carried out and cannot in any way limit the rights of the persons on whom these burdens are imposed.
13. Any personal or family relationships between members of the School community cannot have any influence on the situation of such persons, decisions issued in relation to them and on the assessment of their work and progress in learning. Any manifestations of unequal treatment due to being or not being in such relationships are unacceptable. Any such personal relationship, as well as the intention to establish or terminate it, must under no circumstances lead to an undesirable invasion of the privacy or intimacy of either party. Harassment or persistent attempts by either party to establish private contact will be deemed to be such a violation.
14. At the School, in the sphere of gender and intimacy, there is no so-called implied consent. Any behaviour of an intimate nature or in any way related to gender or sexuality that takes place without the clear, free, informed, current and full consent of the person concerned is considered unacceptable. In particular, there can be no question of free consent if it was obtained, even to the smallest extent, as a result of the use, promise or threat of use, or even a justified fear of use of a relationship of dependence or subordination.
15. Each person studying at the School has the right to a substantive, reliable and fair assessment of their skills, progress in learning and in their work, which is in accordance with the previously presented criteria.

16. Each person studying at the School has the right to freely express their own personality, manifested, among others, in appearance, dress or behaviour. In situations that are not directly related to the process of teaching or artistic and creative work, manifestations of this expression may not be limited in any way, as long as they do not violate the provisions of the Code of Ethics and generally accepted principles of social coexistence.
17. Nothing justifies taking actions against members of the School community that are prohibited in accordance with this Code of Ethics. In particular, the didactic method used does not justify such activities.
18. It is recognized that actions that violate the provisions of this Code of Ethics constitute a violation of the dignity of the profession of an academic teacher, or violate the dignity of a student or doctoral student.

III. Reaction and help

1. Out of concern for the good of the School community, each of its members should react to activities that are prohibited in accordance with this Code of Ethics, regardless of whether they are a victim of such activities or only have knowledge of them. In particular, such a person should report the matter to the relevant School authorities, including the Rector's Plenipotentiary for Counteracting Discrimination appointed for this purpose. Such a report may not have negative consequences for the person.
2. Any person who believes that they have been a victim of activities prohibited in accordance with this Code of Ethics may count on the School's assistance, at least by thoroughly examining and explaining the circumstances of a given case to the extent and in a manner appropriate to these circumstances (possible further steps depend on the results of the explanatory proceedings). A person complaining about discrimination only indicates facts on the basis of which it can be assumed that a situation of direct or indirect discrimination has occurred. The explanatory proceedings are conducted in accordance with the Procedure for counteracting mobbing and discrimination.