



# Disciplinary Regulations of EBS Universität für Wirtschaft und Recht<sup>1</sup>

## 1 Code of Conduct

EBS Universität für Wirtschaft und Recht has outlined fundamental values and behavioral expectations for its students in a Code of Conduct. The principles adopted by the Senate are as follows:

- ✓ We appreciate the privilege of being able to study at EBS Universität and strive to make the most of this significant opportunity for our academic, personal, and professional development.
- ✓ We act with fairness, team spirit, and respect, taking responsibility for our words and actions to safeguard the progress of our EBS community.
- ✓ Our contribution to the community and society is manifested through achievement, engagement, and social collaboration. We value diversity as a strength of our community.
- ✓ We represent EBS Universität in a manner that brings sustainable positive recognition to both ourselves and all members. This is done with pride, respect, and humility.
- ✓ Our campus is the home of the EBS community. We create a conducive learning and working atmosphere by respecting our facilities and individual property responsibly.
- ✓ We treat all individuals working for EBS Universität with the appreciation and respect they deserve for their service in the interest of our education.
- ✓ With courage and self-confidence, we uphold the Code of Conduct and speak out when other members do not behave in the best interest of our EBS community, both on and off-campus.

Every student at EBS Universität acknowledges the EBS Code of Conduct by signing the study contract and commits to adhering to the provisions therein.

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<sup>1</sup> When the masculine form is used, it refers to persons of any gender.



## 2 Violations of the Code of Conduct

Serious non-academic misconduct occurs when a student significantly violates the rights of other members and affiliates of the university or substantially damages the reputation of the university while acting as an EBS student. Examples of misconduct include:

- a. Violation of physical integrity, dignity, property, or legitimate possession of others.
- b. Sexual harassment.
- c. Drug consumption and drug trafficking.
- d. Wrongful actions triggered by alcohol abuse.
- e. Offensive and derogatory expressions and behaviors towards other students, alumni, academic and administrative staff of EBS Universität, and other individuals at EBS Universität events.
- f. Abusive use and intentional damage to university premises, facilities, and property.
- g. Disruptions and interruptions of events at EBS Universität, as well as significant disruptions to teaching and learning activities.
- h. Damaging or deliberately relocating books or other media in the library.
- i. Making or spreading false information about EBS Universität and its members or engaging in other behavior that does not serve legitimate interests and poses a risk to the reputation of EBS Universität in the public eye.

## 3 Judicial Board

The adjudication of serious non-academic misconduct as per Clause 2 is the responsibility of the Judicial Board of EBS Universität für Wirtschaft und Recht.

The Judicial Board consists of:

- One professor from each faculty,
- One student from each faculty,
- One representative of the research assistants from each faculty,
- The faculty managers of both faculties.

The members are elected by the Faculty Council unless they are ex officio members of the Judicial Board. The term of office for professors is three years. Student representatives are



nominated for one year by the student body according to their regulations. Re-election is possible. For each elected member, an alternate member is elected or appointed to act in case of bias or unavailability. The board elects a chairperson and a deputy chairperson from the group of professorial or full-time members.

## 4 Procedure Rules

- (1) The Judicial Board becomes active when it learns of the suspicion of serious non-academic misconduct through a report or by other means. It is responsible for investigating the facts and also determining any circumstances that may exonerate the accused.
- (2) The chairperson informs the Presidency of EBS Universität about the initiation of an investigation.
- (3) The Judicial Board meets in closed sessions, with a minimum of four members in attendance. Board meetings can also be conducted in a hybrid or purely virtual format.
- (4) A member of the Judicial Board can be rejected due to concern about bias. Rejection due to bias occurs when there is a reason that justifies mistrust in the impartiality of a member. The right of rejection is granted to the accused student and members of the Judicial Board. The Judicial Board decides on the rejection request without the participation of the rejected member. If the rejection is deemed justified, the deputy will participate in further deliberations and decisions.
- (5) The Judicial Board decides by a majority of the votes cast. A majority exists when the number of affirmative votes exceeds the number of negative votes.
- (6) A student suspected of serious non-academic misconduct is given the opportunity to provide a statement. Upon request, a verbal hearing may be granted, during which the student can be accompanied by a person of their trust. The suspected student must be informed that they are free to respond to the allegations made against them.
- (7) The Judicial Board may hear additional individuals.
- (8) The rights of refusal to testify and to withhold information, as per the Code of Criminal Procedure, apply accordingly. The disclosure of the name of the person who reported the specific, fact-based suspicion of serious non-academic misconduct to the accused student is decided on a case-by-case basis. Disclosure of the name is necessary if the accused student cannot adequately defend themselves; for example, if the credibility and motives of the person who filed the report need to be examined.
- (9) Decisions and sanctions outlining the facts are communicated in writing to the affected student. These must be justified, and the affected person is notified of the decision.



- (10) If new evidence is presented within three years, the Judicial Board decides whether to reopen the proceedings.
- (11) Board proceedings are documented. Decisions are added to the records of the respective student.

## 5 Sanctions Catalog

Serious non-academic misconduct occurs when students significantly violate the rights of other members and affiliates of the university or substantially damage the reputation of the university while acting as EBS students.

If the Judicial Board determines that a student has committed serious non-academic misconduct by significantly violating the rights of other members and affiliates of the university or substantially damaging the university's reputation, it decides which sanctions to impose to address the violation and prevent similar misconduct in the future. The sanction must be appropriate to the student's misconduct, taking all circumstances of the individual case into account. Depending on the nature and severity of the misconduct, the Judicial Board may impose one or more of the following sanctions:

- (1) In general, the Judicial Board issues a warning, which can be an informal or formal written warning depending on the severity of the misconduct.
- (2) Written warnings may be combined with additional sanctions, such as:
  - a. A request to apologize to those affected by the misconduct,
  - b. A requirement to participate in a social training course or a discussion of the case with a coach from the EBS Coaching Program,
  - c. Prohibition from participating in extracurricular university events,
  - d. Deduction of points in the evaluation of semesters abroad, up to the loss of all points,
  - e. Recommendation to the awarding body to revoke academic awards granted by EBS Universität and exclusion from further awards.
- (3) In written warnings, the possibility of terminating the study contract and expulsion from the university is threatened in the event of further misconduct.
- (4) For particularly serious offenses or for continuation and repetition after a warning, if, considering all circumstances of the individual case and weighing the interests of the student and EBS Universität, the continuation of EBS Universität studies or membership is not reasonable, the Judicial Board may decide on the immediate



expulsion of the student and instruct the university leadership to terminate the study contract and expel the student from the university.

## 6 Entry into Force

These regulations come into effect on the day after approval by the Senate of EBS Universität.