



AA Code of Behavioural Expectations

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1 Opening Statement

At the AA we take pride in the expectation that we treat each other with decency and respect. The purpose of the Code, as part of the ongoing work we do together as a school community, is to foster a positive and productive working environment, demonstrating acceptable behaviour towards all those with whom we come into contact in the course of our work and study. The Code applies to all AA staff and students, and those with whom the AA regularly interacts e.g., External Examiners, Visiting Tutors, Jurors, Consultants, Agency staff, Contractors and Suppliers and applies to all interactions, whether in person, online or through any other means. At the AA, every member of the School Community is an equal. Respect and equality are a necessary base for a plurality of discussion and ideas. To ensure robust and critical discussion can continue we need to set out a framework of mutual respect. It is within this framework that healthy debate can flourish. Each one of us has a voice, and the ability to negotiate forms of governance, policies, and procedures as a form of support to the school. We all share collective responsibility, and together we commit to ensuring our own and others' safety and well-being. We do this with acute awareness that the culture of the discipline of Architecture as a whole needs to work much harder on inclusivity, equity, and respect. We want the AA to be leaders in this change.

2 Our Expectations

Respect:

- We are respectful, courteous, and honest in all interactions with others both within and outside the AA.
- We show empathetic behaviour towards others
- We maintain appropriate professional boundaries
- We respect and value other's independence
- We avoid assumptions
- We check our privilege

Fairness, Equity & Justice:

- We treat others with impartiality, free from discrimination or dishonesty.
- We commit to fair, transparent, inclusive practices in relation to age, disability, gender, and gender identity, race, ethnicity, religion, belief, and sexual orientation.
- We commit to sustainable practices, recognising the rights and responsibilities of future as well as current generations.

Responsibility:

- We carry out our work and study faithfully, conscientiously, competently, and responsibly
- We remain engaged and strive to improve the contribution we make to those around us.
- We challenge inappropriate or poor behaviour, acting upon our own concerns and those of others.

Development & Encouragement:

- We are receptive to others' ideas and are open to feedback and constructive criticism
- We listen to others' concerns and take time to explain and involve others in decisions
- We provide constructive feedback ourselves
- We share best practice and knowledge with others
- We are aware of the weight of our position in relation to others
- We do not take our personal frustrations out on other people.

Transparency:

- We aim to foster an environment of trust
- We use clear and plain language and check that others understand
- We provide the information that others need to do their job or carry out their studies effectively

3 Our Behaviours

We all need to be aware of behaviours that may make others uncomfortable. We should check ourselves on the subtext of our words, actions, and body language. Without necessarily meaning to we might find we are demeaning, dismissing, or intimidating others, disrespecting personal boundaries, lacking empathy, or making someone feel less valued. These actions are often accidental, subconscious, or likely to surface under conditions of stress, and will not usually be deemed a breach of the Code of Behavioural Expectations unless proven to be intentional. As a community our aim is to empower others, and being more self-aware is something we can all strive for. These actions are often accidental, subconscious, or likely to surface under conditions of stress,

4 Lines in the Sand

We do not treat anyone in a way that can significantly affect their mental or physical health. We do not tolerate any behaviour that creates a hostile or intimidating environment, or which has the effect of ridiculing or undermining an individual or fostering hatred and/or prejudice towards individuals or particular groups.

Intimidation:

- We do not tolerate verbal or physical violence of any form including the use of physical threats, aggressive shouting, or personal insults.
- We do not tolerate bullying or harassment of any form including exploitative, controlling, or coercive behaviour, blackmail, and manipulation of any kind, spreading malicious rumours or gossip including the circulation of offensive or derogatory material.

Discrimination:

- **We do not tolerate RACISM** (discrimination on the ground of race or background) including but not limited to making offensive references to a person's race, ethnicity, skin colour, religion or nationality, dress, culture, background, or customs.
- **We do not tolerate SEXISM** (discrimination on the grounds of gender or sexuality) including but not limited to making offensive references to a person's gender or sexuality (or assumptions about a person's sexuality), making derogatory sexist, homophobic, transphobic, or biphobic remarks or jokes, refusal to acknowledge a person's gender or identity, or threats to disclose a person's sexuality to others;

- **We do not tolerate AGEISM** (discrimination on the grounds of age) including but not limited to making offensive references to a person’s age, their perceived age, or the age of someone a person is associated with (such as a friend or family member).
- **We do not tolerate ABLEISM** (discrimination on the grounds disability) including but not limited to making offensive references to, or about anyone living with mental or physical disabilities.

5 Context

The expectations set out in this Code are aligned to the ethos of the AA as set out in the Guiding **Document** in particular Plurality, Inclusion, Community and Togetherness and the desire to achieve a positive organisational culture – “*a place where all may speak freely and be heard*”. The Code is the foundation for other relevant policies, in particular the **Dignity at Work and Study Policy** and the **Equality, Diversity, and Inclusion Policy**.