



● ΤΜΗΜΑ ΠΑΡΑΣΤΑΤΙΚΩΝ ΚΑΙ ΨΗΦΙΑΚΩΝ ΤΕΧΝΩΝ  
● DEPARTMENT OF PERFORMING AND DIGITAL ARTS



# CODE OF CONDUCT DPDA

SCHOOL OF ARTS  
UNIVERSITY OF THE PELOPONNESE

2023-2024  
<http://pda.uop.gr>

HELLENIC REPUBLIC  
UNIVERSITY OF THE PELOPONNESE  
SCHOOL OF ARTS  
DEPARTMENT OF PERFORMING AND DIGITAL ARTS

**CODE OF CONDUCT**  
DEPARTMENT OF PERFORMING AND DIGITAL ARTS,  
UNIVERSITY OF THE PELOPONNESE

**Version 1.0**  
Nafplio 2023-24

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## ||| INTRO |||

### Code of Conduct Department of Performing and Digital Arts University of the Peloponnese

The aim of this code of ethics is to contribute to the University's objectives of creating a safe learning community and a culture of work based on mutual respect, solidarity and the principles of equality, inclusion and justice.

All members of the community of the Department of Performing and Digital Arts (DPDA), regardless of position, have a personal responsibility and duty to behave with courtesy, conscientiousness and respect for the dignity of students, their supervisors and subordinates, and all members of the Department's educational community. This responsibility includes immediate reporting of incidents of bullying or insult against another member of the community, if and when observed.

This code, following the standards of other departments, as well as that of the Department of Theatre Studies of the University of the Peloponnese, aims to provide adequate information and awareness of the definition of antisocial behaviours in order to **pre-empt** them, in accordance with specific procedures established at the Departmental and Institutional level and in conjunction with the relevant legislation.

For this purpose, we recommend that all members of the DPDA community consult the Institutional Regulations as well as the Code of Ethics drafted by the relevant committees of the Institution (e.g., Gender Equality and Anti-Discrimination Committee, Guidelines of the Student Advisor) as well as the Department's Regulations Guide and the Complaints Management Procedure posted on the Website of the Department and/or the University.

#### Definition of Terms

Article 2 of Law 3896/2010 defines anti-social conduct as direct or indirect discrimination and harassment as follows:

#### Direct Discrimination

Any act or omission that excludes or manifestly disadvantages persons on grounds of sex, sexual orientation, gender identity, age, appearance or beliefs, as well as any order, incitement or systematic encouragement of persons to discriminate against or treat others unfairly/unequally/unjustly because of the above.

#### Indirect Discrimination

Any act or omission which disadvantages persons on grounds of sex, sexual orientation and gender identity, age, appearance or beliefs by virtue of an apparently neutral provision, criterion or practice, unless such provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary;

## Harassment

When unwanted conduct related to a person's gender, sexual orientation or gender identity occurs, with the purpose or effect of violating that person's dignity and creating an intimidating, hostile, degrading, humiliating or aggressive environment;

## Sexual Harassment

Any form of unwanted verbal, psychological or physical conduct of a sexual nature, the effect of which is to offend the personality and dignity of a person, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment around them. Regulations providing sanctions for such conduct shall apply as stated.

### According to Law no. 4808/2021:

- (a) "Violence and Harassment" means behaviour, acts, practices or threats thereof which are intended, lead to or are likely to result in physical, psychological, sexual or economic harm, whether occurring as an isolated event or repeatedly;
- (b) "Harassment" means conduct which has the purpose or effect of violating the dignity of the person and of creating an intimidating, hostile, degrading, humiliating or offensive environment, whether or not they constitute a form of discrimination, including harassment based on sex or on other grounds of discrimination;
- (c) "Gender-Based Harassment" means forms of conduct related to the sex of a person, which have as their purpose or effect the violation of the dignity of that person and the creation of an intimidating, hostile, degrading, humiliating or offensive environment according to article 2 of Law 3896/2010 (A' 107) and par. 2 of Article 2 of Law 4443/2016 (A' 232). These forms of conduct include sexual harassment under Law 3896/2010, as well as forms of conduct related to the sexual orientation, expression, gender identity or sex characteristics of the person.

**Bullying** and **mobbing** fall under the rubric of hostile/violent behaviours and are defined as follows:

## Bullying

According to Law 5029/2023, "any form of physical, verbal, psychological, emotional, social, racist, sexual, electronic, online or other hostile/violent and anti-social behaviour which affects the educational community and disrupts the educational process constitutes educational violence and bullying."

According to KEPEA, "mobbing" (from the English verb "mob" which means to attack, surround, disturb as a group) means the moral harassment of employees in their workplace by more than one person. In other words, it is any abusive behaviour that is manifested in words, actions, text messages and can damage the personality, dignity or physical or mental integrity of the individual, endanger his/her work or disrupt the work environment.

Mobbing in the workplace takes the form of humiliating behaviour, unequal treatment, insults, isolation, provocation to errors, threats, psychological abuse, assignment of excessive work combined with malicious comments about supposedly poor performance, placement in a "refrigerator," that is, a position without duties and scope of work, etc."

It must be emphasized that no form of intimidation, aggression, violence, abuse of power, harassment and sexual harassment, direct or indirect discrimination based on gender, sexual orientation, gender identity, age, appearance, religion or beliefs, will be tolerated by the Department of Performing and Digital Arts (DPDA).

### **General strategy for dealing with inappropriate and/or anti-social behaviors and specific practices**

The main objective of the Department is to create a safe learning community and a culture of work based on mutual respect, solidarity and the principles of equality, inclusion and justice.

To this end, all members of the DPDA community (teaching and administrative staff, students) must behave with respect, in good conscience, and protection of the dignity of all members of the educational community. They must honour their role and the limits of behaviour that it imposes. They must also immediately report and denounce in writing any identified phenomena of negative/anti-social or inappropriate behaviour to the relevant bodies, as mentioned below. The general institutional framework for the administrative and penal treatment of such conduct is provided by the relevant provisions of the Civil Service Code, the Criminal Code, the Penal Code and the Civil Code.

## **||| PROCEDURES |||**

Every student and every member of the administrative and teaching staff has the right to submit a written report in case of intimidation, assault or harassment, stating the incident specifically, the time and place of its occurrence, and any witnesses or other evidence. Every member of the university community also has the right and may benefit to report misconduct, should he/she witness any.

### **Student Complaints**

In case of a student's complaint, the written report can be submitted to:

1. The advisor-professor or the Departmental Representative of the Gender Committee
2. The Student Ombudsman
3. The Chair of the Department and the General Assembly of the Department and the Dean
4. The Committee for Gender Equality and Anti-Discrimination of the University of the Peloponnese (<https://isotita.uop.gr/>) either directly or through the designated representative of the Department therein
5. The Ethics Committee of the University.

Students can also use anonymous faculty evaluations as a means of indirectly reporting bullying or harassment. However, it is strongly recommended they report the incident in writing, in order to initiate the appropriate process of investigation and treatment.

Such issues may also be reported to the Students' Association of the Department, in order to be forwarded to the competent bodies and institutions, as mentioned above, so that measures are taken to suppress and prevent such behaviour.

## **Complaint Report of Administrative or Teaching Staff**

In the case of a complaint by a member of the administrative and teaching staff, this report may be submitted to:

1. The Head and the General Assembly of the Department
2. The Dean and the Dean's Office
3. The Committee for Gender Equality and Anti-Discrimination of the University of Peloponnese (<https://isotita.uop.gr/>) either directly or through the designated representative of the Department
4. The University's Ethics Committee
5. The Rector

Based on the written report-complaint, the institutions of the Department and the University will further investigate and address the matter through one or more of the following procedures:

1. At the Departmental level, depending on the gravity of the incident and if it cannot be resolved immediately with a simple recommendation, the case may be referred by the Professor Advisor to the Chair and the OM.E.A. and/or to the Assembly of the Department, which may decide to refer it to the Rector of the University, the Committee for Gender Equality and Anti-Discrimination, and/or the Student Ombudsman.
2. At the Institutional level, the Rector may:
  1. Refer the case to the Ethics Committee of the University of the Peloponnese
  2. Conduct an official investigation of the incident
  3. Refer the incident to the public prosecutor's office

## **Raising Awareness and Disseminating Information**

Bullying and/or harassment is often difficult to identify, define and address. As to what actually constitutes "bullying" and/or "harassment" on occasion and when exactly a behaviour exceeds "tolerable" limits, as well as the appropriate ways to intervene and protect the victim on every occasion is often unclear and constitutes a question of constant debate in the public sphere. Nevertheless, the definitions offered by legislation contribute to their understanding. Preventing and dealing with bullying and anti-social behaviour requires constant vigilance. To this end, it is necessary to constantly inform students and staff, so that everyone is aware that in order to realize to the full extent and depth their obligations and rights and to cultivate in all the common belief that the prevention and combating of bullying and delinquent behaviours are a crucial indicator of academic freedom and a prerequisite for the smooth operation of the University, behaviour based on good cooperation and mutual respect is a pre-requisite.



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