

TU/e Values Statement

July 2021

Eindhoven University of Technology is a community of scientists, supporting staff, students and partners. People are the heart and soul of TU/e, so it is of great importance to safeguard the distinctive Eindhoven atmosphere, fostering a personal, welcoming and vibrant environment that enables individuals and groups to grow professionally and personally. – TU/e Strategy 2030

Personal and open

We stand for our people, we take care and believe in personal attention. Our small community embraces all, thrives on collaboration and regards for others.

- People matter at our university. We are a small-scale university where personal contact is the basis for all our interactions.
- We are a caring and supportive community. We strive to create an environment where everyone feels secure physically, mentally and emotionally, to ensure the health and vitality of community members. We value collegiality and regard for others, irrespective of position, experience or background.
- We embrace diversity and inclusion. We welcome people from all backgrounds and without regard to sex, gender, race, ethnicity, nationality, age, socio-economic status, identity, visible or invisible disability, field of work, religion, or sexual orientation. We do not tolerate intimidation, aggression and violence, bullying, discrimination, racism or abuse of power.

Quality and responsibility

We stand for the highest quality in all we do. We give room to talent, cherish scientific curiosity and we feel a responsibility to take our mission serious: solving societal challenges.

- The mission of TU/e is to educate students and to advance knowledge in science and technology for the benefit of humanity. Through excellence in research and education, TU/e strives to make a positive impact on society and on sustainability on a global scale.
- We value creativity, cooperation, and responsible innovation.
- In our research, design and educational activities, we follow our code of scientific integrity, aligned with the other Dutch Universities, rooted in trustworthiness, intellectual honesty, openness, independence, and societal responsibility.
- At TU/e, research and education are intertwined. Our educational philosophy is based on personal attention and room for individual ambitions and talents. TU/e aims to educate 'engineers for the future', who have the competences to address real-world challenges in science and technology responsibly.

Sustainable and trustworthy

We stand for the future, play our part in creating a sustainable world, giving the right example, also in the way we lead. We are a partner to rely on.

- We value an open, accessible culture where everyone feels free to exchange ideas and take initiative. We value freedom of thought and expression, with respect for different points of view, and a climate where we can address each other without prejudice.
- We value sustainability. TU/e aims for an increasingly sustainable campus and incorporates sustainability in the curriculum and in research.
- At TU/e, we lead by example. Irrespective of rank, all members of the TU/e community play a role in promoting the values we stand for.

As a learning organization, TU/e continues to reflect on its values and on how to best put them into practice. The TU/e's Values Statement aims to be a dynamic document that invites the TU/e community to reflect rather than being a set of regulations imposed. Please refer to the various codes

and regulations, added to this statement, for formal procedures and feel free to give any additions, comments or ideas to our team through [Erik de Jong](#) and [Corlien van Dam](#).

Overview of existing documents and codes

This is a distillation of existing TU/e strategy documents and codes of conduct. These documents are listed below.

[Scientific integrity + complaints procedure](#)

[Undesirable behavior + complaints procedure](#)

[Reporting irregularities](#)

[Code of conduct on private relationships at work](#)

[Code of good governance](#)

[Social Statute](#)

[Administration and management regulations](#)

[Code of Conduct with respect to international students](#)

[Code of Conduct on Openness in Animal Experiments](#) (only in Dutch)

[Interdepartmental Committees: principles of conduct](#)

[Code of Ethics for the Social and Behavioral Sciences](#)