

WHU
Addendum to the Code of Conduct

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WELCOME WEEKS

Welcome Weeks across all universities worldwide signify the beginning of a transformative academic journey for new students, offering them a gateway into university life filled with exploration, learning, and personal growth.

Vision

WHU's vision for the Welcome Week is to create an immersive, safe, and engaging experience that empowers students to explore their academic interests, connect with peers from diverse backgrounds, and feel fully integrated into our university community.

Welcome Week celebrates diversity and individuality, fostering connections, and providing the foundation for a transformative university experience. All students are warmly greeted and guided through a dynamic series of events and activities designed to ignite their passions, expand their horizons, and equip them with the tools for success at WHU.

Mission

As an educational institution our role in the first weeks of students' arrival on the campus is to create a supportive and welcoming environment, building up the WHU spirit and feeling of togetherness, to enable new students to cope with the intellectual and personal challenges everyone is faced with at the beginning of their studies.

We aim to create a valuable network and bring students up to speed with all the necessary information to set them up for success from the beginning of their studies.

The Policy

This policy was created as a guideline especially, but not exclusively, for the organizers and participants of Welcome Week activities at WHU. It is a complementary addition to WHU's Code of Conduct by outlining the expected standards of behavior for all students on our university campuses at every point of time. The goal is to create a safe, respectful, and inclusive environment supporting the students' academic mission and well-being.

All parties involved in the preparation of Welcome Weeks (various departments of administration, student representatives, faculty, alumni, and guest speakers) engage in the planning and execution of a carefully thought-through program that shall balance out informative academic and social content. This policy applies to all students enrolled at WHU, whether on campus or participating in university-sponsored events and activities off-campus.

We are all responsible for assuring the smoothest start and the best experience possible for bachelor and master students at WHU.

Let's start their studies at WHU with a week to remember!

OBJECTIVE OF THE WELCOME WEEKS AND PARTIES INVOLVED

The objective of the Welcome Weeks is to smoothly integrate new students into WHU life, fostering a sense of belonging and providing essential information. Stakeholders, including administration, program, student representatives, faculty, alumni, and guest speakers, collaborate to design a comprehensive program. New students are supported, engaged, and prepared for university life through academic orientations, social events, and cultural activities.

Welcome Weeks at a Glance

For generations of students at WHU, Welcome Weeks at the beginning of their studies had a great tradition that evolved over time. With the growth and internationalization of all programs, more complexity and broader activities took place. Thus, this policy was created to ensure the alignment of this introductory phase with WHU's core values in all elements.

Our Welcome Weeks aim to create an **informative and collaborative environment** for the first steps at the campus. The main role of organizers is to ensure a smooth transition into the WHU culture. WHU upper-semester students shall serve as welcoming guides and supporters for the newcomers. All activities carried out in the Welcome Weeks aim to showcase the professional academic culture and strengthen the positive public perception and image of WHU. Everyone is obliged to act in line with WHU's Code of Conduct and this Addendum.

Organization

Like every big event, WHU Welcome Weeks involve many parties and are a truly collaborative effort.

- Students, e.g., older semesters, Student Representatives, Initiatives' Leaders
- Faculty, e.g., Core Leadership Team representatives, Professors of all programs
- Staff, e.g., Program Directors, Programs' representatives, Career Center, Event Management
- Alumns, e.g., In Praxi organization representatives, selected Guest Speakers
- Community Representatives, e.g., Mayor of the city of Vallendar

Every person involved in the Welcome Weeks acts in good faith, with the best intentions, and to the best of their knowledge and conscience. As representatives of WHU during these Welcome Weeks, the above parties take full responsibility and act in the best interest of students and vice versa, representing WHU and taking care of its reputation.

Program

The activities introduced to the new students during Welcome Weeks have the aim of familiarizing the new cohorts with their program's details, supporting students with selecting courses, helping everyone to get to know the academic life, and most of all interacting and integrating with one another and WHU's community. Every day aims to perfectly balance informative academic skills and social programs. WHU's community works for months before Welcome Weeks to create a student experience that is as diverse and unique as possible during the first weeks on campus.

WHU Initiatives, Student Representatives & Students

Students are at the heart of WHU Welcome Weeks, and students of older semesters co-create and lead most of the social activities. The primary responsibility of all student-related-parties involved in the organization of these Welcome Weeks is to oversee, consult, and shape up the program, execute its activities and to:

- coordinate and harmonize the Welcome Weeks schedule,
- plan and execute its individual items in line and alignment with the established policies, WHU Code of Conduct, local- and German laws,
- take responsibility for all social aspects of the Welcome Weeks, in particular evening programs,
- coordinate and supervise the execution of the planned activities,
- gather feedback and evaluate the effectiveness of the current program and policy.

WHU Initiatives will present their program professionally and sustainably during Welcome Weeks, caring for campus surroundings and new students' well-being.

All present students of WHU are obliged to take care of the newly arriving cohorts, enabling them a smooth transition to the WHU community and creating a safe, welcoming atmosphere during the entire duration of Welcome Weeks on- and off the campus as well as for the future.

RULES AND NORMS DURING WELCOME WEEKS AND SEMESTERS AT WHU

During Welcome Weeks, adherence to rules and norms ensures a safe and inclusive environment for all participants. Respect for diversity, responsible behavior, responsible use of university facilities, and zero tolerance for behaviors such as vandalism or harassment are emphasized. Consumption of alcohol is strictly limited to events where it is explicitly allowed. Consumption of marijuana in any form is strictly prohibited on campus, and any activities promoting its consumption are immediately halted.

WHU Campus Rules

All WHU members contribute to WHU Welcome Weeks' success and WHU's good reputation. Our students are the best ambassadors for the values that WHU represents, which are community, courage, commitment, cosmopolitanism, entrepreneurship, and excellence. Everyone at WHU shall treat all university community members (faculty, staff, students, alumni) with respect, dignity, and courtesy.

Especially during Welcome Weeks, we respect and cherish all aspects of diversity: gender, age, ethnicity, culture, personality, social status, talents & skills, sexual orientation, disabilities/abilities, etc.

WHU members must use all university facilities and equipment responsibly and in accordance with established guidelines. Vandalism or misuse of WHU property is strictly prohibited.

Alcohol and Drugs

Consumption of alcohol at the WHU campus is prohibited unless it has been explicitly allowed for certain events in certain spaces. Additionally, WHU requests all members to show responsible behavior in the private sphere. While alcohol is often seen as a common tool to facilitate social interaction and community, alcohol consumption is also linked to risky behavior, aggressive behavior, and reduced control of bodily functions as well as to health risks like an increased risk of cancer, heart disease, neurological issues, mental health risks.

Under no circumstances shall anyone be forced or feel forced to consume alcoholic beverages. Any activities or games revolving around forced alcohol consumption will be immediately interrupted by university representatives, and disciplinary actions will be taken against the initiators.

The organizers of events, together with the student representatives, must comply with the rules of this Addendum of the Code of Conduct. Upper-semester students shall refrain from alcohol consumption while leading activities and events in the Welcome Weeks. We strongly advise students to be responsible and act wisely when consuming alcohol within the private sphere.

Ownership and consumption of marijuana have been allowed by the German government under very restrictive conditions. One of these conditions is keeping a distance to schools of at least 200m and not consuming it in the presence of people not of age. Since WHU is a business school with

students who are not of age, it is thus not allowed at WHU. Smoking marijuana in pedestrian areas is forbidden even under the new legislation. Thus, it is also not allowed outside of campus buildings. Smoking cigarettes is only allowed outside of buildings, and all cigarette stumps must be disposed of in the waste bins.

Consumption and ownership of illegal drugs on the WHU campus are strictly forbidden! Any case will be reported to the police, and the culprits will be expelled from WHU.

Hazing

Hazing is understood as any action, whether deliberate or accidental, occurring on- or off- the WHU campus, causing physical, emotional, or psychological distress or discomfort. If the action can end up in potential embarrassment, bullying, humiliation, harassment, or degradation, it is prohibited. Discrimination, harassment, bullying, or abusive behavior will not be tolerated.

None of the above activities should occur within the student body, regardless of the individual's willingness to participate or perception thereof. Acceptance or perceived acceptance of consent by new members does not justify sponsorship of such activities by an individual or a group. In case of violation of the hazing policy, disciplinary actions may follow (Code of Conduct), including immediate removal from the WHU for acts of hazing. Any form of forcing or forceful activities and harmful actions against another person are against German constitutions that fall under punishable offenses, financial penalties, and even arrest.

Especially during Welcome Weeks, it is common among students to engage in social activities like games or rituals that are considered funny. When engaging in these kinds of activities, ensure everyone participates out of their own will and feels positive about it. If anyone wants to quit any kind of activity with which they feel uncomfortable, no pressure of whatever kind shall be used to keep the person engaged in the activity.

Nightlife, Drink Spiking and Sexual Assault

Do not leave your beverage unattended at a party or social gathering with many people! Reports on the usage of knockout drops are not limited to clubs or bars. For example, during the last few months, many football clubs have reported incidents of knockout drops in their stadiums and at public gatherings without special occasions. If you start feeling lightheaded and dizzy, lose memory, orientation, or balance, start vomiting, or start feeling extremely tired, this can mean that your beverage was drugged. In such a situation, immediately alert your friends, club personnel, or event organizers. In case of a sexual assault, physical aggression, or loss of bodily autonomy linked to unattended drinks, students should promptly contact medical assistance (**116117**) and/or police (**110**). In case of non-consensual sexual contact, go ASAP (within 24 hours) to the nearest hospital, even if this feels uncomfortable in such a situation. It helps secure important evidence to ensure the culprits can be persecuted and protect you from unwanted health risks.

Reporting and Whistle Blowing

Students must comply with all safety and security protocols established by the WHU. As a witness of any form of dangerous, harmful behaviors or misconduct, you can directly and fully anonymously report such situation under:

Concerns & Complaints

You can also reach out to student trustees or approach university staff. **The most important thing is to take action!**

Collective and individual responsibility for violations of WHU's Code of Conduct and this Addendum may be attributed to groups of students, student organizations, and their respective members.

Where to turn to for support

Student Counseling

Important addresses and phone numbers

Police	110
Ambulance	112
Medical service	116117
Psychological help	0800 111 0 111

Hospitals with emergency services:

- a. Katholisches Klinikum Koblenz
Rudolf-Virchow-Straße 7
56073 Koblenz

[20 minutes from WHU campus by TAXI]

- b. Marienhaus Klinikum St. Elisabeth Neuwied
Friedrich-Ebert-Straße 59
56564 Neuwied

[17 minutes from WHU campus by TAXI]

TAXI number	+49 261 66556
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ACKNOWLEDGEMENT OF REVIEW AND CONSENT

The WHU community is committed to providing a supportive and welcoming environment during Welcome Weeks to foster an inclusive culture and a feeling of unity for all participants.

During Welcome Weeks, and beyond, all students shall respect each other and follow the rules regulated in this Addendum and Code of Conduct. Alcohol consumption is strictly limited, and drug use is strictly prohibited on our campus. Those organizing events should set a good example by avoiding alcohol consumption, especially when supervising younger peers. Outside of events, students shall act as positive role models. Vandalism or WHU property misuse will lead to disciplinary and potentially legal actions. Everyone aims to ensure a positive and safe experience for everyone involved and contribute to positive memories of the first weeks.

Any form of discrimination, harassment, bullying, or abusive behavior is unacceptable and will be met with disciplinary measures, including the potential to be expelled from WHU in severe cases of misconduct. At WHU, we actively cultivate an environment of respect and support for all members of our community and broader environment.

Hereby, I confirm that I read, understood, and consent to this Addendum and WHU Code of Conduct. I am aware that both apply to all students participating in on- or off-campus activities of Welcome Weeks and throughout my studies at WHU.

Full name

Date and Signature