

Preamble

The University of Cologne (UoC) prides itself as “a non-discriminatory, safe and non-violent place to study, teach and work where everyone treats another fairly, respectfully and appreciatively” (Antidiscrimination directive).

The university further provides measures to ensure that discriminatory, encroaching or violent behaviour is detected, addressed and mitigated to ensure greatest security and protection for all its members and associates.

Based on this background, we herewith present the conflict management guideline "CARE - Conflict Assessment & Resolution" with specific application to the framework of the CRC 1211. The primary objective is to ensure that activities carried out within the CRC 1211 are conducted in conformity with the existing directives and guidelines and that affected persons or those observing encroaching, deviating/inappropriate behaviour are aware of the possible steps to take to address the specific situation/issue. Note that formal and informal consultation and complaint procedures and applicable sanctions are adequately prescribed within the directive and guidelines of the university and that CARE does not attempt to replace those in any way.

For further reading, please visit:

<https://vielfalt.uni-koeln.de/en/anti-discrimination/antidiscrimination-directive-of-the-university-of-cologne>

<https://mathnat.uni-koeln.de/en/support-in-case-of-problems>

Conflict Management Guideline: CARE - Conflict Assessment & Resolution

CARE is meant to empower individuals to **self-responsibly** address emerging issues on the lowest level and as efficiently as possible! Supplementing existing guidelines, CARE provides explicit measures to **self-responsibly** resolve emerging conflicts of any kind and to maintain a professional work-environment.

The below scheme is meant to be implemented into daily (work-related) interactions and is designed to be applied literally.

In complying with CARE, one accepts one's own responsibility to address any and all emerging issues witnessed or experienced in the most compassionate way possible. The effectiveness of CARE is entirely dependent on how much responsibility one is willing to accept.

