


Guiding Principles for our Actions in the Leibniz Association

Adopted by the General Assembly of the Leibniz Association on 28 November 2019.

The Leibniz Association brings together around 20,000 knowledge creators, who work together in a wide variety of disciplines and fields. Our strength accrues from our employees' identification with and involvement in the association and, as a consequence, from the actions of each and every individual. At the Leibniz Association, we are committed to the aims of scientific excellence and social relevance. We used these aims to develop the following guiding principles, which we see as a self-commitment. Some of the guiding principles are addressed first and foremost to those of us with personnel responsibility, while others focus primarily on research work and careers. Generally, these are guiding principles for the Leibniz Association as a whole, and every individual in the association, as well as our partners, may refer to them:

1. We act honestly, with respect for the dignity and integrity of others. Our conduct is guided by our standards for good scientific practice and we defend the independence of science.
2. We see ourselves as having an ethical responsibility for our society and environment and we are committed to peaceful objectives. Finding sustainable ways for humans to interact with nature and technology is a key concern of ours. We therefore see ourselves as being in partnership with society; we are present and approachable and provide advice to society, politics and industry.
3. We take on responsibility for promoting scientific careers and professional progress. We have a particular commitment to fairness when exercising managerial and supervisory responsibility for employees in the association's various fields of activity.
4. We respect, value and promote diversity of people and ideas. In our dealings with one another, this includes being open to questioning our own convictions and expectations. We actively champion equality and oppose all forms of discrimination. We are staunchly opposed to all forms of harassment and bullying.
5. We understand criticism as indispensable for achieving excellent (scientific) results. We conduct critical discussions with respect and appreciation.
6. We take decisions and provide advice through transparent, verifiable processes. We avoid situations in which personal or individual financial interests conflict with the interests of our institution or of the association. If the possibility of such conflicts exists, we disclose it.



Detailed interpretations of the guiding principles can be found in other Leibniz Association documents.¹ These are constantly being updated and support the association's strategy development and translation of the guiding principles into everyday practice.

¹ These include the Guidelines for Good Scientific Practice in the Leibniz Association, the Rules of Procedure of the Leibniz Commission for Research Ethics, the Sustainability Policy of the Leibniz Association, the Leibniz Transfer Policy, the Guidelines for Career Development in the Leibniz Association with an appendix on the doctoral phase, the Leibniz Equality Standards, and the Standards for Appointments to Academic Management Positions within the Leibniz Association.

