

Excellence in Diversity

Principles of Community, Faculty of Theology

Any leading university excels in diversity. The term 'diversity' refers to the many differences between individuals, whether they relate to race, colour, ethnicity, gender, age, disability, religious beliefs, political preference, sexual orientation, citizenship or national origin, among other personal characteristics.

The academic community of the Faculty of Theology of VU University Amsterdam aims to do more than mirror society. A critical part of our mission is to contribute to a society in which all population groups interact peacefully.

The faculty offers students, administrative staff, academic staff and other faculty members from all backgrounds a welcoming and safe environment that nurtures their growth and development, in work and learning. We do not tolerate acts of discrimination, intimidation, harassment or any other conduct that violates our principles of community.

The faculty asks every individual who is part of our academic community - faculty members, students, administrative and academic staff - to uphold these principles.

Principles of Community

1. We seek to foster open-mindedness, understanding, compassion and inclusiveness among individuals and groups, starting with our immediate environment.
2. We see diversity as a vital source of creativity and innovation for our faculty.
3. We are committed to creating and fostering a climate of mutual respect, cooperation and equality for our diverse faculty communities.
4. We are committed to ensuring an open dialogue and mutual understanding, firmly grounded in learning and research.
5. We value differences as well as commonalities and promote respect in personal interactions. We allow room for any opinion or conviction that may be held by our diverse faculty communities.
6. We strive to build a community of learning marked by fairness and mutual respect.

7. We take action if it comes to our attention that individuals or groups interact disrespectfully, excluding or harming others on the basis of expression of race, colour, ethnicity, gender, age, disability, religious beliefs, political preference, sexual orientation, citizenship or national origin, among other personal characteristics.
8. We seek to mediate and resolve conflicts that arise from biases in our communities.

These are the principles that we uphold during the time we spend working, learning or being otherwise active in the Faculty of Theology of VU University Amsterdam.

The Principles of Community were approved by the Board of the Faculty of Theology on 3 October 2013, on the recommendation of the faculty's Committee for Diversity.