



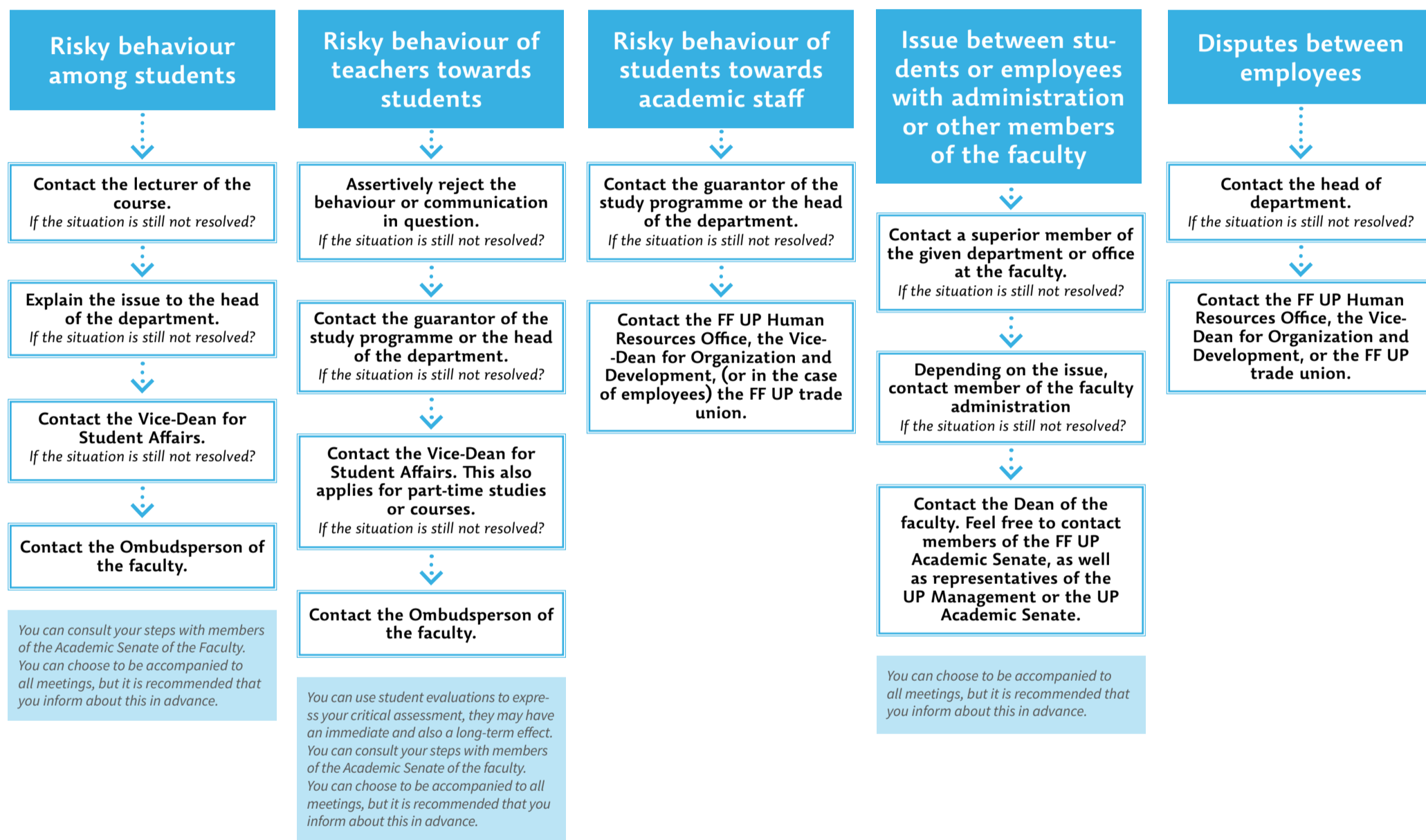
THE FACULTY OF ARTS OF PALACKÝ UNIVERSITY OLOMOUC HAS TO BE A PLACE OF MUTUAL RESPECT, PARTNERSHIP AND SAFETY.

The Management of the Faculty of Arts of Palacký University Olomouc (FF UP) is committed to strengthening support mechanisms that ensure an equal and fair approach during moments of dispute or suspected risky behaviour among the entire academic community (including the student community, relations between students and teachers, in connection with the administration or faculty representation). FF UP

currently has at its disposal a comprehensive and qualified apparatus designed to deal with conflict situations.

It is our strong hope that we are a faculty where mutual trust and respect are absolutely the prevailing norm. Any breach will be approached with due diligence and severity.

The subsequent recommendations identify how selected types of problems should be addressed:



PhD students may find themselves in a conflict situation both as a student and as a lecturer. We therefore ask them to approach each situation individually according to the circumstances.

Risky behaviour may include acts that lower the dignity of any of the parties involved, acts that violate the UP Code of Ethics, or acts that are in conflict with the law.

It is recommended that you take steps in the given order. Should you not trust the above-mentioned person or authority, you have the right to skip the suggested solution.

Should the standard mechanisms fail, the highest authorities you can turn to are the Dean of the Faculty of Arts or any member of the faculty management. Dealing with any dispute falls within the power of the Ombudsperson's Office. If the Faculty itself is unable to take appropriate steps, you have the right to contact members of the UP management or members of the UP Academic Senate.

Complaints can be submitted in person, via email or a letter, as well as individually or as a group. The faculty management, if involved, is committed to solving all disputes and will keep the issue confidential.

Please note that the internal regulations of the faculty are intended to eliminate disputes via available

internal means and therefore cannot fully replace the solutions contained in generally applicable legislation (concerning e.g. criminal conduct). Nevertheless, each contacted entity should be able to provide you with professional guidance, assess the severity of the issue, and propose the best possible solution.

The Faculty of Arts is an institution with many study programmes and world-class research activities, which naturally require appropriate commitment in fulfilling both study and work duties. Study requirements are available for perusal in the STAG information system, and the study rules in the Study and Examination Code. Professional responsibilities are available for perusal in the job descriptions maintained at the FF UP Human Resources Office.

We are available to assist you at all times and in all respects, and we would like to ensure that you feel safe on the faculty grounds with the knowledge that the entire management of your university is ready and willing to support you through any difficulty.

On behalf of the Management of the Faculty of Arts, Palacký University Olomouc

doc. Mgr. Jan Stejskal, M.A., Ph.D.
Dean of the Faculty

Documents and links (in Czech only):

Code of Ethics for UP Students and Employees
https://pracuj.upol.cz/fileadmin/userdata/cm/Pracuj/Etický_kodex_2017.pdf

FF UP Authorities
<https://www.ff.upol.cz/o-fakulte/fakultni-organy/>

UP Study and Examination Code
<https://files.upol.cz/sites%2Fpub%2FpubNormy%2FA-10-2011-UZ05.pdf>

Disciplinary Code for UP Students
<https://files.upol.cz/sites%2Fpub%2FpubNormy%2FA-12-2012-I.UZ.pdf>

FF UP Human Resources Office
<https://www.ff.upol.cz/o-fakulte/organizacni-struktura/dekanat/#c2070>

FF UP Ombudsperson
<https://ombudsman.ff.upol.cz/>

FF UP Academic Senate
<http://asff.upol.cz/>

Psychological Counseling Centre
<https://psych.upol.cz/katedra/psychologicka-poradna/>

Legal Advisory Centre
<https://www.pf.upol.cz/verejnost/>