Statement of Commitment to Respect and Safety

Cluster of Excellence HUMAN ORIGINS and the Institute for Archaeological Sciences, University of Tübingen

Tübingen, 25 September 2026

The Cluster of Excellence HUMAN ORIGINS and the Institute for Archaeological Sciences (Institut für Naturwissenschaftliche Archäologie, INA) at the University of Tübingen are committed to fostering a culture of respect and personal safety in all aspects of research, teaching, fieldwork, and academic life. This statement applies to all members of our community, including students, researchers, academic staff, and guests participating in our activities.

Why we are issuing this statement

Recent surveys and feedback from members of our community have highlighted concerns about reported experiences of discrimination, harassment, inappropriate behaviour, barriers to reporting concerns, and experiences of feeling unsafe in academic and fieldwork settings. We recognise that these experiences can negatively affect the well-being of individuals, undermine trust, and limit full participation in academic activities. They reinforce the importance of creating a safe environment in which everyone is treated with dignity, feels respected and supported, and can raise concerns without fear of retaliation or other negative consequences.

What we stand for

We believe that a culture of respect and safety, free from discrimination, harassment, and abuse of power, is fundamental to scientific excellence in research, teaching, and fieldwork.
We recognise that personal safety extends beyond physical safety and includes psychological, emotional, social, and cultural safety.

This statement affirms our commitment to implementing the principles of the University of Tübingen's Anti-Discrimination Guidelines and the Department of Geosciences's Code Of Conduct and Safety Instructions for Excursions, Mapping Courses and Fieldwork with Students.

What we are committed to

HUMAN ORIGINS and INA are committed to:

- preventing discrimination, harassment (including verbal, psychological, physical, sexual, and online harassment), bullying, violence, and abuse of power;
- promoting respectful and professional conduct in all academic activities;
- recognising and addressing power imbalances, particularly in teaching, supervision, research, and fieldwork;
- providing accessible, confidential, and supportive pathways for seeking advice, raising concerns, and reporting misconduct.

Together, we aspire to build a culture where respect, safety, and shared responsibility enable everyone to participate fully and contribute to a supportive and collaborative environment.

Signed by the Steering Committee, Cluster of Excellence HUMAN ORIGINS, September 25th, 2026

Universität Tübingen
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Institute for Archaeological Sciences
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