

VAMK



Ethical Code of Conduct



Preface

The new strategy of Vaasa University of Applied Sciences emphasizes the importance of our values in all our operations. Our sympathetic communality and collegiality live in our daily lives. The Ethical Code of Conduct is built as an inclusive, community-based process in which the voices of each member of the community are heard. The guidelines are an everyday tool that we can use when confronting each other in a wide variety of situations. This is also a message to our partners and students - this is how we operate. On the other hand, we take a stand on how we do not act by saying our desired common behavior.

Our vision is to be your main partner in expertise. Social impact and interaction are key dimensions of our university of applied sciences. This work is reinforced and dictated by our guidelines, which tell our partners that we are committed to strong ethical and responsible practices. It's good to work with us!

We are a skilled and healthy work community, we have active and motivated students. We work closely with working life, we lead by anticipating and according to common shared values. We interact and communicate appreciating each other. We evolve and develop. These are the big themes our community listed as vital in our Ethical Code of Conduct.

The purpose of all this is to build a workplace and a work community where each of us can be confident that our operations are ethically sustainable. In this way, we are able to reduce ethical stress and free up time to do our work to achieve our goals.

Please take the Ethical Code of Conduct as part of your daily routine. For the benefit of us all.

Kati Komulainen

PRESIDENT, CEO



Responsibility
is caring



A competent and healthy work community

We cherish the diversity of our work community.

We care about the well-being of our work community members and take care of our own well-being at work.

We respect each other's knowledge and expertise.



Active and motivated students

We are committed to guiding students to be professionals in their field.

We familiarize and support students in everyday life.

We support students to take responsibility for their own studies.

We encourage an open discussion culture and interactive feedback.



Close working life collaboration

We invest in the diverse networking of our staff and students at the local, national and international levels.

We are committed to high-quality cooperation that develops working life.

We involve working life in a new kind of collaboration.



Leadership

We lead with anticipation, in the direction of the vision, with goals. Our leadership is based on shared values.

We inspire and create the conditions for success.

We value and respect each other as people.

We take care of adequate orientation.

We build mutual trust through equitable, transparent and fair leadership.

We make decisions without delay, justify them and communicate them openly.



Appreciative interaction

We create a community with a positive, mutually supportive and inspiring culture. We encourage each other and give constructive feedback to each other.

We create an atmosphere of trust and appreciation.

We are committed to complying with what we have agreed together.

We create opportunities and encourage encounters and open discussion.

We take personal responsibility for quality and active communication and interaction.



Development and evolution

We carry out development work in line with our strategy and long-term. Every member of the community has the right to develop and evolve themselves and that is part of our daily work.

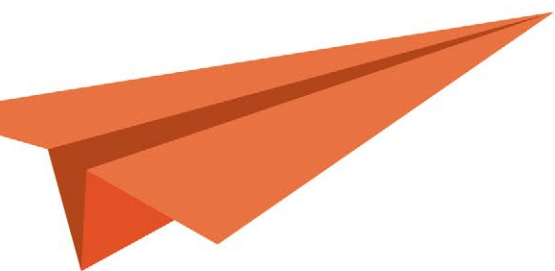
We are actively seeking cooperation.

We openly share our own expertise.

We encourage and support everyone to grow towards their own potential.



Ethical Code of Conduct in VAMK's daily life



The values of Vaasa University of Applied Sciences are sympathy, openness, bold pioneeringness and customer orientation. Our ethical and responsible operations are built on this value base. The Ethical Code of Conduct guides our daily work.

All staff members have been involved in defining our Ethical Code of Conduct, and the process has been community-based. Our entire community is committed to adhering to the Ethical Code of Conduct, and we are jointly responsible for its implementation.

The processing of the Ethical Code of Conduct will continue in the departments and teams. In the future, the guidelines will be part of the training of management and supervisors. The themes of the ethical guidelines are also utilized in induction and development discussions. The key contents of the Ethical Code of Conduct are taken into account in decision-making and day-to-day management. The Ethical Code of Conduct is utilized in the planning, development and evaluation of all operations. In internal and external communication, we highlight the contents and themes of ethical action.

In accordance with our Ethical Code of Conduct, we work together to ensure the well-being of each member of our community. If you notice any activity or behavior that is against the spirit of the Ethical Code of Conduct, talk to your supervisor. If necessary, you can talk to the members of the management team, and HR services will also be happy to help you. If you wish, you can provide feedback on our ethical practices using the Feedy feedback channel.





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