

## **CODE OF CONDUCT FOR THE PREVENTION AND SANCTIONING OF XENOPHOBIA, RADICALIZATION, AND HATE SPEECH**

### **PREAMBLE**

This *Code* is adopted in accordance with the provisions of *Order M.E. no. 4043/2024 regarding the approval of the Code of Conduct for the prevention and sanctioning of xenophobia, radicalization, and hate speech; the National Strategy for the prevention and combating of antisemitism, xenophobia, radicalization, and hate speech (2024-2027); the Code of Ethics and University Deontology; and the Charter of the University of Life Sciences "Ion Ionescu de la Brad" in Iași (IULS)*.

The purpose of this *Code* is to prevent negative developments regarding antisemitism, xenophobia, radicalization, and hate speech and to combat attitudes and behaviours that lead to such actions.

"Ion Ionescu de la Brad" Iași University of Life Sciences (IULS) is fully committed to supporting an inclusive culture that promotes equality and diversity, maintaining a working, studying, and socializing environment where the rights and dignity of employees, students, and all individuals with whom the university interacts are respected.

Xenophobia, radicalization, and hate speech are direct violations of the principles of freedom, democracy, respect for human rights, fundamental freedoms, and the rule of law. IULS has the responsibility to ensure a university environment free from stereotypes, intolerance, and discrimination and to establish objectives and to take measures to prevent and combat xenophobia, radicalization, and hate speech.

### **CHAPTER I - GENERAL PROVISIONS**

**Art 1.** Activities for the prevention and sanctioning of xenophobia, radicalization, and hate speech at IULS are carried out, by following these principles:

- a) Respect for fundamental human rights and freedoms;
- b) Principle of legality - entails that all activities undertaken to prevent and combat antisemitism, xenophobia, radicalization, and hate speech must be conducted based on the law and in accordance with it;
- c) Principle of prevention - requires that activities carried out under this Code primarily ensure the prevention of antisemitism, xenophobia, radicalization, and hate speech, through effective coordination of the implementation of measures at the University level and good cooperation between the University and other involved institutions and organizations;
- d) Principle of public-private partnership - involves the inclusion of civil society in activities for the implementation of measures to prevent and combat antisemitism, xenophobia, radicalization, and hate speech, as well as consulting members of the university community in the decision-making process;
- e) Principle of proportionality - means that none of the actions taken should exceed the level necessary to achieve the established objectives;

- f) Empathetic and victim-centred approach - requires awareness of the vulnerability of victims of hate-motivated crimes and, implicitly, prioritizing the security needs of individuals in vulnerable situations;
- g) Protection against discrimination - entails an inclusive approach based on respect for human dignity;
- h) Principle of responsibility and cooperation - entails the obligation of all actors involved in the application of this Code to rigorously fulfil all commitments, including through collaboration and coordination of efforts to achieve the assumed objectives;
- i) Principle of sustainability - involves allocating the necessary resources for the prevention and sanctioning of antisemitic incidents.

**Art 2.** In the context of this Code, the following terms and expressions have the following meanings:

- a) **Xenophobia** is understood as an attitude, prejudice, or behaviour that rejects, excludes, and often defames a person or group based on the perception that they are intruders or outsiders in the community, society, or in relation to national identity; a crime based on xenophobia represents a penal violation motivated by discrimination, hostility, or prejudice against certain persons due to their actual or perceived origin, nationality, or ethnicity;
- b) **Radicalization** - a phenomenon by which individuals adopt opinions, visions, and ideas that could lead them to commit extreme acts of terrorism, stemming from personal frustrations, extremist ideologies, religious fundamentalism etc.;
- c) **Hate speech** refers to the incitement and encouragement of hatred, discrimination, or hostility towards a person based on prejudices against that person, on criteria of race, nationality, ethnicity, language, religion, gender, sexual orientation, opinion or political affiliation, wealth, social origin, age, disability, health status, etc..

## **CHAPTER II - PREVENTION OF XENOPHOBIA, RADICALIZATION, AND HATE SPEECH**

**Art. 3.** (1) IULS encourages members of the university community to create and maintain an ethical climate conducive to the development of harmonious, rational, and balanced relationships that guarantee the expression of personality, in the spirit of collegiality and mutual respect.

2) Members of the university community who witness or are targeted by actions associated with antisemitism, xenophobia, radicalization, and hate speech are encouraged to report these incidents and seek support from the University's Ethics and Deontology Commission.

**Art. 4.** At IULS, measures are taken to prevent, identify, analyse, and resolve situations associated with acts of antisemitism, xenophobia, radicalization, and hate speech before they become a problem for the University. In this regard, IULS periodically organizes anonymous evaluations of the experiences of community members to identify prohibited actions within the university space.

## **CHAPTER III - SANCTIONING XENOPHOBIA, RADICALIZATION, AND HATE SPEECH**

**Art. 5.** The following actions are prohibited in the IULS community:

- a) promotion of identity symbols, images, and actions with fascist, Nazi, legionary, racist, or xenophobic character;
- b) promotion of the cult of individuals guilty of committing crimes of genocide against humanity and war crimes;
- c) promotion of ideas, symbols, or doctrines that support and promote totalitarian, antisemitic, extremist, fascist, irredentist, racist, chauvinist, or xenophobic regimes that have been proven to violate fundamental human rights and freedoms, except when included in a discipline/study material;
- d) activities of community members that involve radicalization and promotion of hate speech.

**Art. 6.** (1) Any person can report to the IULS's Ethics and Deontology Commission regarding the commission of an act specified in Art. 5.

(2) Students and staff who are victims of an incident of xenophobia, radicalization, or hate speech, or who witness such an incident, are encouraged to report it and seek assistance in accordance with existing complaint procedures at IULS.

(3) If any of the actions specified in Art. 5 are found at IULS, the Ethics and Deontology Commission shall take initiative and is obliged to analyse and resolve the matter according to its regulations or, if the resolution exceeds its competence, to report it to the competent state authorities, according to legal provisions.

**Art. 7.** During the analysis of the report or self-initiation, the person against whom the complaint is made benefits from the presumption of innocence.

**Art. 8.** Once internal remedies are exhausted, all parties retain their rights related to filing a complaint in court.

#### **CHAPTER IV - FINAL PROVISIONS**

**Art. 9.** IULS encourages the conduct of activities under the umbrella of diverse scientific opinions expressed in the university environment and supports critical thinking in this context.

**Art. 10.** The provisions of this Code complement the University Charter and the Code of Ethics and Deontology of IULS.

**Art. 11.** (1) All employees, students, and third parties interacting with IULS must comply with the Code for the prevention and sanctioning of xenophobia, radicalization, and hate speech.

(2) Members of the university community are subject to disciplinary action for non-compliance with the provisions of this Code of Conduct.

**Art. 12.** This Code of Conduct comes into effect upon its adoption by the Senate Resolution and will be published on the IULS website.

*The Code for the prevention and sanctioning of xenophobia, radicalization, and hate speech was approved in the Senate meeting on 21<sup>st</sup> of October 2024.*

**PRESIDENT OF THE SENATE,**

**Prof. Vasile VÎNTU, PhD.**

**R E C T O R,**

**Prof. Gerard JIȚĂREANU, PhD.**