

TU/e Value Statement

July 2021

Eindhoven University of Technology is a community of scientists, supporting staff, students, and partners. People are the heart and soul of TU/e, so it is of great importance to safeguard the distinctive Eindhoven atmosphere, fostering a personal, welcoming, and vibrant environment that enables individuals and groups to grow professionally and personally. – TU/e Strategy 2030

4 core values represent what we, as TU/e community, stand for: Personal, Open, Engaged, Curious

Personal

We stand for our people. We take care of each other and believe in personal attention. Our small community embraces all and thrives on collaboration and regard for others.

- People matter at our university. We are a small-scale university where personal contact is the basis for all our interactions.
- We are a caring and supportive community. We strive to create an environment where everyone feels secure physically, mentally, and emotionally, to ensure the health and vitality of community members. We value collegiality and regard for others, irrespective of position, experience, or background.
- At TU/e, research and education are intertwined. Our educational philosophy is based on personal attention and room for individual ambitions and talents.

Open

We are an open and welcoming community. We believe in open science and doing our part in solving societal challenges.

- We embrace diversity and inclusion. We welcome people from all backgrounds and without regard to sex, gender, race, ethnicity, nationality, age, socio-economic status, identity, visible or invisible disability, field of work, religion, or sexual orientation. We do not tolerate intimidation, aggression and violence, bullying, racism, discrimination, or abuse of power.
- We value an open, accessible culture where everyone feels free to exchange ideas and take initiative. We value freedom of thought and expression, with respect for different points of view, and a climate where we can address each other without prejudice.

Engaged

We stand for the future. We play our part in creating a sustainable world, leading by example. We engage with others, both inside and outside the Brainport region: we are a partner to rely on.

- The mission of TU/e is to educate students and to advance knowledge in science and technology for the benefit of humanity. Through excellence in research and education, TU/e strives to make a positive impact on society and on sustainability on a global scale.
- TU/e aims to educate ‘engineers for the future’, who have the competences to responsibly address real-world challenges in science and technology.
- We value sustainability. TU/e aims for an increasingly sustainable campus and incorporates sustainability in the curriculum, in research and in support.
- In our research, design, and educational activities, we follow our code of scientific integrity, aligned with the other Dutch Universities, rooted in trustworthiness, intellectual honesty, openness, independence, and societal responsibility.
- At TU/e, we lead by example. Irrespective of rank, all members of the TU/e community play a role in promoting the values we stand for.

Curious

We give room to talent and cherish scientific curiosity and creativity.

- We encourage out of the box thinking since this will bring the paradigm shifts and as such will open the door to the solutions our society needs for the challenges being faced.
- We value creativity, cooperation, and responsible innovation.

As a learning organization, TU/e continues to reflect on its values and on how to best put them into practice. The TU/e's Value Statement aims to be a dynamic document that invites the TU/e community to reflect rather than being a set of imposed regulations. Please refer to the various codes and regulations, added to this statement, for formal procedures and feel free to give any additions, comments or ideas to our team through [Erik de Jong](#) and [Corlien van Dam](#).

Overview of existing documents and codes

The TU/e Value Statement is a distillation of the following existing TU/e strategy documents and codes of conduct:

[Scientific integrity + complaints procedure](#)

[Undesirable behavior + complaints procedure](#)

[Reporting irregularities](#)

[Code of good governance](#)

[Social Statute](#)

[Administration and management regulations](#)

[Code of Conduct with respect to international students](#)

[Code of Conduct on Openness in Animal Experiments](#) (in Dutch)

[Interdepartmental Committees: principles of conduct](#) (intranet)

[Code of Ethics for the Social and Behavioral Sciences](#) (in Dutch)