

FLI Code of Conduct

At the Leibniz Institute on Aging - Fritz-Lipmann Institute (FLI), we are committed to fostering an open, welcoming and inclusive environment where all staff members, regardless of their social and ethnic origin, nationality, gender, sexual orientation, age, physical and mental abilities and appearances, education, economic status, political beliefs, ideology, religion, or other personal characteristics, feel valued, respected, and supported. The guiding principles of our actions define the basic principles and expectations that underpin our commitment to promoting internationality, diversity, and a positive work culture.

1. **Health and Safety:** We prioritize the health, safety, and wellbeing of all staff members of our institute. We comply with applicable occupational health and safety standards and regulations to ensure a safe working environment. We take responsibility for our own health and safety, as well as for the safety of our colleagues, and report any potential hazards or concerns promptly.
2. **Excellence and Innovation:** We promote a culture of openness, transparency, excellence, and innovation. We highly value sharing ideas and concerns, constructive feedback and a continuous effort to improve our work and develop innovative solutions to scientific challenges.
3. **Respect for Diversity:** We celebrate the diversity at our institute, including differences in culture, nationality, ethnicity, gender, age, sexual orientation, religion, and abilities. We are committed to respecting and embracing these differences, fostering an open and appreciative institute culture, and rejecting and firmly combating discrimination, hate speech, harassment, and bullying in any form.
4. **Professional Conduct and Research Integrity:** We uphold the highest standards of professionalism, integrity, and ethical conduct in all our interactions and activities. We maintain confidentiality, respect intellectual property rights and adhere to the rules for safeguarding good research practice and professional standards in research, including responsible conduct of research and responsible data management and publication ethics. We strive for transparency, honesty, and accountability in all aspects of our research.
5. **Environmental Sustainability:** We are committed to promoting environmental sustainability and minimizing our environmental footprint. We consistently strive to adopt sustainable practices in our research, operations, and daily activities, including energy conservation, waste reduction, and responsible consumption. We actively support initiatives aimed at protecting the environment and preserving natural resources.
6. **Leadership culture:** We acknowledge that hierarchies exist in the workplace and are actively committed to consistently preventing any abuse of power and the exploitation dependencies. Our actions are based on the responsible and ethical exercise of our authority and influence to create a fair, respectful and inclusive work environment for everyone. Additionally, we promote a culture of mutual support that includes personal, professional and scientific development, thus strengthening a collaborative, trustful, and empowering atmosphere within the institute.

7. **Compliance and Accountability:** We acknowledge our responsibility and obligation to comply with all applicable laws, regulations, and institutional policies¹ governing our conduct and activities. We hold ourselves and others accountable to the principles and standards outlined in these guiding principles for our actions. Should any issues or potential irregularities arise, we actively seek a solution by contacting the responsible persons or channels/entities coordinated by the [FLI Compliance Management System \(CMS\)](#):
- [Ombuds persons](#)
 - [Persons of trust](#)
 - [Data Steward](#)
 - [Equal opportunities commissioner](#)
 - [Representative for Employees with Disabilities](#)
 - [Health & Safety officer](#)
 - [Animal welfare officer](#)
 - [Data Privacy Officer](#)
 - [Staff council](#)
 - [Internal reporting office](#) for reporting legal violations within the scope of the Whistleblower Protection Act.

Together, we contribute to creating a supportive and inclusive environment in which all staff members can thrive and successfully pursue our goals of fundamental discoveries in the biology of aging, scientific excellence and societal relevance.

¹ [Guidelines of Good Research Practice at the Leibniz Institute on Aging – Fritz Lipmann Institute](#), [FLI Company Agreements](#), [Charta der Vielfalt](#), [FLI Gender Equality Plan](#)