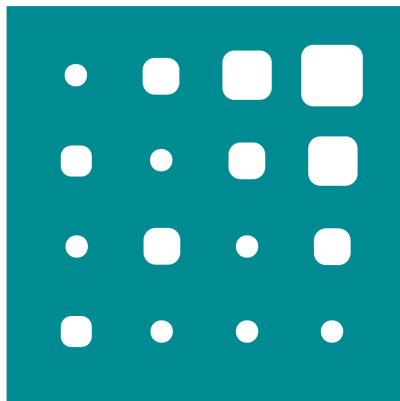




NXT

NACHHALTIGKEIT
UND TECHNOLOGIE

NXT-Code of Conduct

Adopted on 8 July 2026



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Preamble to the NXT Code of Conduct

We are NXT – the Faculty of Sustainability and Technology at Reutlingen University.

The NXT Code of Conduct provides all members of our faculty—professors, lecturers, professional services staff and students—with guidance on responsible conduct. It helps us navigate challenging situations and establishes shared standards grounded in integrity, ethical principles and applicable legal and institutional requirements. It also communicates to our partners the values and expectations that underpin our working relationships..

The Code is based on the NXT mission, the NXT vision and NXT values, which are set out here in greater detail. The student representative bodies have reviewed the Code critically and contributed to its development. The content is therefore the result of a collaborative process within the faculty.

In addressing the specific context of our faculty, the Code takes into account the particular teaching and supervisory relationship between teaching staff and students. This relationship is professional, appreciative and respectful, while also acknowledging the inherent imbalance of roles and responsibilities. Professors and lecturers are responsible for teaching, assessment and academic guidance. Students are responsible for organising and taking ownership of their learning. These different roles create particular responsibilities for everyone involved. A successful relationship requires a balance between personal engagement and appropriate professional boundaries.

Let us work together to put the NXT Code of Conduct into practice and ensure that our faculty provides an outstanding learning and research environment for everyone.

The NXT Faculty Board



Prof. Dr.-Ing. Vera Hummel
Dean



Prof. Dr. Günter Bitsch
Deputy Dean and Pro-Dean for Finance



Prof. Dr. techn. Daniel Palm
Pro-Dean for Research and Industry Contacts



Prof. Dr.-Ing. Wolfgang Echelmeyer
Pro-Dean Teaching



Prof. Dr. Kristina Steinbiß
Pro-Dean Marketing and Accreditation



1 Framework and References for the NXT Code of Conduct

This NXT Code of Conduct is based primarily on the following legal, institutional and normative frameworks:

- > The free democratic basic order of the Federal Republic of Germany and the values it embodies, which we at NXT are committed to upholding. As a faculty, we are particularly mindful of the academic freedom guaranteed by Article 5(3) of the German Basic Law (*Grundgesetz*): "Arts and sciences, research and teaching shall be free. The freedom of teaching shall not release any person from allegiance to the constitution."
- > Requirements and provisions set out in the Higher Education Act of the State of Baden-Württemberg (*Landeshochschulgesetz*, LHG) regarding the faculty's core responsibilities, its organisation, and guidelines on the structure of degree programmes and examinations.
- > The United Nations Sustainable Development Goals, which provide a framework for embedding NXT's commitment to sustainability across our curricula.
- > Other applicable legislation and guidelines issued by the State of Baden-Württemberg, together with Reutlingen University of Applied Sciences policies concerning research and teaching, employment matters, occupational health and safety, procurement processes and related areas.

2 NXT Team Spirit: Integrity in Research and Teaching

The NXT working culture, which enables us to achieve our shared goals through collaboration among teaching staff, administrative staff and students, is based on team spirit and integrity. The NXT team spirit is reflected in the following core values, which are explained in more detail below:

- > Honesty & integrity
- > Respect & appreciation
- > Cooperation & participation
- > Innovation & forward thinking
- > Collegiality & diversity

2.1 Honesty & Integrity

At NXT, honesty and integrity mean communicating truthfully and acting transparently. They are fundamental to the relationship between students and teaching staff. These principles guide individual conduct and academic collaboration and underpin a culture of open and honest communication.

At NXT, this means in particular:

- > Students act with integrity by not cheating or using unauthorized assistance in examinations or other assessments. They communicate openly and at an early stage when difficulties arise (e.g. if they are struggling to understand course material), and reflect honestly on their own performance.
- > Teaching staff communicate assessment criteria transparently from the outset and provide honest and constructive feedback on assessed work.
- > Based on the aforementioned honest and transparent feedback, students respect the marks awarded (provided there are no errors).
- > In research, teaching and assessment, all members of NXT uphold the principles of academic integrity. Furthermore, we are honest and transparent about the use of AI in academic and assessed work.
- > In our communications, we all contribute to fostering a positive public perception of NXT (e.g. by referring to our faculty by name).



2.2 Respect & Appreciation

For us at NXT, respect means valuing others both as individuals and in their respective roles, without any form of discrimination. We therefore do not tolerate bullying or sexual harassment in any form.

In addition to respect, our interactions are characterised by mutual appreciation. We demonstrate this by listening attentively, taking one other's perspectives seriously and discussing them openly, critically and constructively, without resorting to personal disparagement. This creates a climate of trust that encourages the open exchange of ideas to help us achieve our shared goals and enables conflicts and misunderstandings to be prevented at an early stage.

At NXT, this means in particular:

- > Teaching staff listen actively and take students' views, questions and learning needs seriously, including the feedback provided through teaching evaluations. Wherever possible, they take these into account and show appreciation for students' contributions.
- > Students recognise the expertise of teaching staff and the effort they invest in preparing their classes. They arrive punctually and attend sessions fully prepared and remain until the end.
- > During classes, everyone must silence their mobile phones and put away any devices not required for the session.
- > Students must submit assignments and other assessed work by the stipulated deadlines.
- > When participating in online sessions, students must have their camera switched on.

2.3 Collaboration & Participation

At NXT, participation means the active involvement of all relevant groups (teaching staff, students, administrative staff and, where applicable, external stakeholders) in shaping the faculty's direction. We also address our challenges collaboratively as a team. In doing so, we believe in the innovative potential and problem-solving abilities of the individuals and groups involved.

At NXT, this means in particular:

- > We work collaboratively throughout the faculty processes and degree programmes, with students actively participating in the relevant committees.
- > Throughout our degree programmes, we actively pursue collaboration with partner organisations.
- > Students' engagement with and contributions to the faculty are appropriately recognised.
- > At NXT, we provide working arrangements that comply with applicable workplace agreements and take staff members' individual circumstances into account.
- > We responsibly balance the need for an on-campus presence with opportunities to work from home where this is possible, appropriate and mutually agreed.
- > As a rule, teaching sessions take place in person, particularly where physical presence is important to learning. However, teaching sessions may also be conducted online where this is pedagogically appropriate and makes sense. The decision rests with the member of teaching staff responsible for the session.



2.4 Diversity

NXT actively promotes diversity and fosters an inclusive environment. We work to remove barriers, cultivate mutual respect and embed diversity throughout teaching, research and life within the faculty.

- > At NXT, promoting diversity is a shared responsibility. We strive to create an inclusive environment, uphold equal opportunities and actively work to prevent discrimination.
- > We provide unconditional support to anyone who experiences or reports discrimination and take proactive measures against inappropriate conduct and discrimination.

2.5 Innovation & Forward Thinking

At NXT, we believe that responsible industrial engineers and social workers can contribute to tackling global challenges. We prepare them to do so through forward-looking and innovative research and teaching. We also continually adapt our methods, tools and formats in response to new developments and apply them where appropriate.

At NXT, this means in particular:

- > We remain open to technological developments and integrate them into our curricula.
- > We prioritise data protection and information security, and handle AI transparently and responsibly.
- > We proactively address critical ethical issues arising from the use of digital tools and AI.
- > At NXT, we see ourselves as a learning organisation that makes appropriate use of technical innovations in our research and teaching activities.

3 Responsible Behaviour in Day-to-Day Activities at NXT

In all research and teaching activities at NXT, we take great care to comply with applicable laws and regulations and to act with integrity at all times.

3.1 Health and Safety

Health and safety are essential for successful teaching, research and learning. We therefore ensure that our buildings, laboratories and Werk 150 meet high technical safety standards designed to prevent accidents and work-related illnesses. We also comply with occupational health and safety requirements. Effective health and safety requires the active and attentive participation of everyone involved.

Where potentially hazardous machinery or substances are used in NXT's research and teaching activities, we ensure that they are used in accordance with applicable legal and regulatory requirements. To this end, the staff responsible are familiar with the relevant, up-to-date documented procedures, standards, regulations and work instructions, including the associated documentation requirements, and adhere to them. We address potential risks openly.

3.2 Conflicts of Interest

NXT respects the personal interests and privacy of all its members. However, personal interests must not adversely affect the interests of the faculty or compromise the fundamental interests of others. We therefore ensure transparency regarding any personal or financial interests that conflict or could conflict with those of NXT, in accordance with existing regulations, and seek solutions to safeguard the faculty's interests.



3.3 Responsible Use of the Faculty's Resources and Natural Resources

We use the faculty's resources and natural resources in a responsible and sustainable manner in our day-to-day operations. In recognition of our responsibility to our funding bodies, we also avoid wasting resources. Accordingly and as a matter of principle, we use the faculty's material resources and intellectual property solely to fulfil our societal mission.

We also protect intangible resources, including information and intellectual property, that underpin NXT's distinctive services. Consequently, we do not disclose confidential faculty information—such as confidential research findings or innovations—in a way that gives unauthorised third parties access.

At NXT, this means in particular:

- > Rooms, laboratories and Werk 150 are intended exclusively for use by NXT.
- > We treat all resources with care and protect equipment from damage.
- > We report any damage to infrastructure requiring maintenance or depleted supplies.
- > We leave rooms, laboratories and Werk 150 clean and tidy.
- > We switch off electrical appliances and lighting after use.
- > Private use of faculty resources is permitted only with the approval of the NXT Faculty Board or where authorised under Reutlingen University regulations.

3.4 Prevention of Corruption and Bribery

At NXT, we neither offer nor accept bribes. We do not tolerate conduct that distorts competition or creates even the appearance of doing so. NXT's reputation is built on the high quality and excellence of its research and teaching, not on improper influence. We do not allow improper influence to affect our decisions; instead, we make decisions based on objective and transparent criteria and in accordance with the applicable rules and procedures of Reutlingen University.

4 Sustainability and Social Responsibility

At NXT, we are committed to sustainability and take our social responsibility seriously. NXT expressly supports the implementation of the 'UN Principles for Responsible Management Education (PRME)'.

4.1 Environmental Protection

As NXT—the Faculty of Sustainability and Technology—we place environmental protection at the heart of our research and teaching and day-to-day operations. We continuously seek to improve our environmental performance and reduce our environmental footprint by minimising and, wherever possible, avoiding negative environmental impacts—for example, by preventing unnecessary waste. Furthermore, we are increasingly embedding sustainability-related expertise throughout the curricula of our degree programmes through interdisciplinary approaches.

4.2 Societal Sustainability Dimension

As NXT—the Faculty of Sustainability and Technology—we place particular emphasis on the social dimension of sustainability alongside environmental protection. Our work is guided by the Sustainable Development Goals, particularly Quality Education (SDG 4), Decent Work and Economic Growth (SDG 8), Reduced Inequalities (SDG 10) and gender equality (SDG 5). Within our sphere of influence, we actively contribute to these goals through our day-to-day operations, guided by the applicable existing reference frameworks and guidelines. We also embed these topics in our curricula and promote awareness of them.



4.3 Representation of Interests in Public Discourse

As a faculty of Reutlingen University, NXT forms part of the political and social landscape. When representing the faculty and the university, we participate as credible and reliable contributors to public discourse, either directly or through organisations with which NXT is affiliated. In doing so, we communicate reliably, transparently and on the basis of facts and academic evidence. NXT is politically independent and non-partisan and attaches great importance to the fact that, as a faculty, it maintains no formal affiliation with any political party.

4.4 Social Engagement

As part of our social responsibility, we also use our professional skills and expertise to contribute to the wider community, particularly in Reutlingen and the surrounding region. Furthermore, NXT is committed to providing appropriate support to staff and students, where necessary, who undertake voluntary work or face exceptional personal circumstances. The NXT Faculty Board is the point of contact for such support.

5 Working with Partners

NXT—the Faculty of Sustainability and Technology—expects not only its professors, administrative staff and students, but also its external partners—including external lecturers, partner companies, service providers and suppliers— to comply with applicable legal requirements and uphold the standards set out in this Code of Conduct. Should a suspected breach of ethical standards arise in the course of a collaboration, efforts must be made to clarify the matter with the partner concerned.

Any decision to offer or accept a gift in dealings with an NXT partner must be made objectively and transparently, and the gift must be appropriate in nature and value. Gifts must never create even the appearance that they could influence a decision. The following policies and guidance are particularly relevant:

- > the *Richtlinie zur Annahme von Geschenken, Belohnungen und sonstigen Vorteilen (Zuwendungen) der Hochschule Reutlingen* [Reutlingen University Policy on the Acceptance of Gifts, Rewards and Other Benefits]; and
- > the *Hinweise zur Annahme von Geschenken und sonstigen Vorteilen* [Guidance on the Acceptance of Gifts and Other Benefits].

6 Handling Breaches and Suspected Breaches

Breaches of laws, policies or regulations can cause serious harm to NXT and damage our good reputation. We at NXT therefore do everything in our power to prevent breaches and identify them promptly. Should they nevertheless occur, or should anyone observe or have reasonable grounds to suspect a breach, the matter should be raised immediately with the Faculty Board so that we can work together to resolve it.

The Faculty Board ensures confidentiality in its handling of reports. When we investigate such reports in accordance with Reutlingen University's Whistleblower Protection Policy, we attach great importance to fair treatment of both the reporting person and those against whom the allegations are made. Furthermore, when assessing an individual case and determining suitable or appropriate consequences, we always adhere to the principle of proportionality.



7 Support and Assistance

The NXT Code of Conduct provides guidance on the key standards of conduct at NXT. Anyone at NXT, as well as external partners, who has further questions or requires assistance with a specific situation encountered in day-to-day faculty life should contact the NXT Faculty Board or one of its members. The current membership of the board and relevant contact details are available on the faculty's website at:

<https://www.nxt.reutlingen-university.de/en/about-nxt/bodies-institutions>

