



# **EOSC Association (EOSC-A)**

## **Code of Conduct**

01.09.2023

### **EOSC Association AISBL**

Rue du Luxembourg 3, BE-1000 Brussels, Belgium  
+32 2 537 73 18 | [info@eosc.eu](mailto:info@eosc.eu) | [www.eosc.eu](http://www.eosc.eu)  
Reg. number: 0755 723 931 | VAT number: BE0755 723 931

## Vision and Strategy

We prioritize our strategic activities according to the EOSC Association's clearly defined vision and mission.

- From that we derive our strategic work plan and communicate and update it regularly.
- This enables us to speak with one voice to key stakeholders.
- We use the strategic work plan to define our operational priorities.

We identify strategic competence needs and build up competencies, skills and resources accordingly.

## Culture and Values

We nurture a culture of mutual respect, trust and support, creating a positive team atmosphere.

- We are open to multiple views and proactively enact a culture of open discussion. This includes addressing issues promptly and directly, managing expectations and resolving conflicts according to agreed protocols.
- We recognize individual strengths and utilize these in the roles of the team members.
- Self-responsibility, ownership and accountability are an important part of our culture.
- We support diversity and inclusion in all aspects of our organizational activities.

## People

We enable and encourage the personal and professional development of our team members.

- We work according to established ways of knowledge sharing between team members, and we place a high value on proactive and creative contributions.
- We involve team members in decision making and encourage them to take responsibility for decision making in their own field of competence and area of responsibility. This includes promoting autonomy and taking self-responsibility .
- We adapt the workload to individual needs to allow for a good work-life-balance.
- We communicate often and listen to one another in order to relieve pressure and preemptively avoid stressful outcomes.

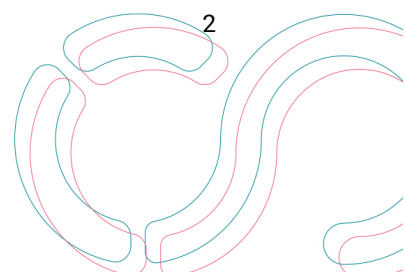
## Conflict Management

We manage conflict proactively, while maintaining respect for one another's views, and we seek out solutions based on common ground.

- We value different opinions and ideas as a normal part of working together, and consider this a prerequisite for learning and evolution.
- We interact professionally and respectfully, even in critical situations.

### **EOSC Association AISBL**

Rue du Luxembourg 3, BE-1000 Brussels, Belgium  
+32 2 537 73 18 | [info@eosc.eu](mailto:info@eosc.eu) | [www.eosc.eu](http://www.eosc.eu)  
Reg. number: 0755 723 931 | VAT number: BE0755 723 931



## Structure and Process

Our structure and processes are aligned with the strategic work plan. We proactively enact and reaffirm our established processes.

- We define ways of working together, including individual and organizational work activity areas and/or roles and responsibilities and reporting lines.
- The Secretariat supports the Board so that it may focus on strategic planning and decision-making.
- In order to keep the organizational workload at an acceptable level, we realistically estimate the time and resources needed to successfully manage both our planned projects and task, while also accounting for unexpected events.
- We regularly review our structure and processes to adapt our ways of working to changing needs and shifts in strategic planning.

### **EOSC Association AISBL**

Rue du Luxembourg 3, BE-1000 Brussels, Belgium  
+32 2 537 73 18 | [info@eosc.eu](mailto:info@eosc.eu) | [www.eosc.eu](http://www.eosc.eu)  
Reg. number: 0755 723 931 | VAT number: BE0755 723 931

