

EURAXESS T.O.P. IV Virtual Seminar Managing Diversity for Euraxess

«Respect Journey @ ETH Zurich, Ernestine Hildbrand
January 18th, 2022



Agenda

1. Introduction & ETH overall
2. Why, What and Who?
3. Respect Journey – past
4. Best Practice
5. Respect Journey – today
6. Respect Journey – future
7. Questions

ETH Zurich at a glance



Founded in 1855

- Driving force behind the industrialisation of Switzerland

ETH Zurich today

- One of the world's leading technical and scientific universities
- Place of study, research and work for 30,000 people from over 120 countries

Successful through:

- Excellent teaching
- Pioneering basic research
- Transfer of new findings into practice

Executive Board

31.12.2021



Präsident
Prof. Dr. Joël **Mesot**



Rektorin
Prof. Dr. Sarah
Springman



VP Forschung
Prof. Dr. Detlef
Günther



VP Infrastruktur
Prof. Dr. Ulrich
Weidmann



**VP Finanzen &
Controlling**
Dr. Robert
Perich



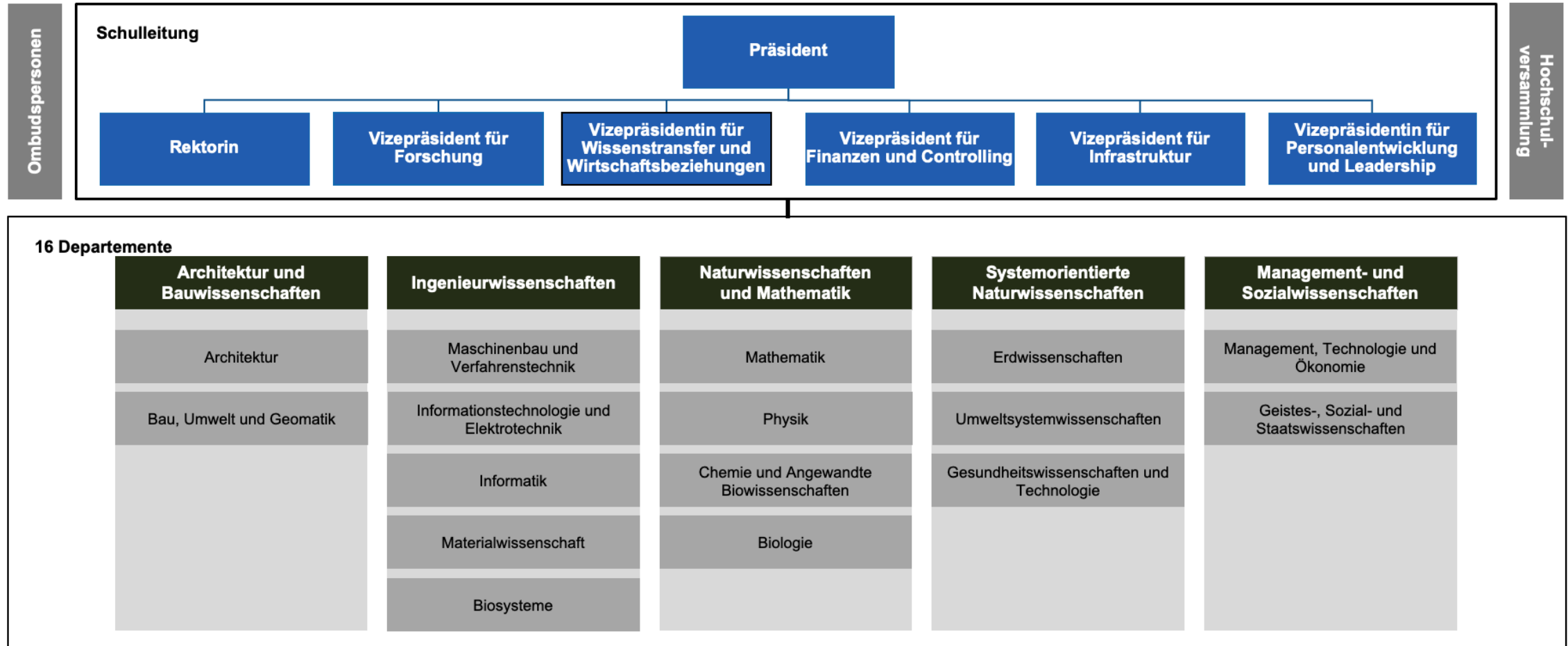
**VP Personal-
entwicklung &
Leadership**
Dr. Julia **Dannath-Schuh**



**VP Wissenstransfer &
Wirtschafts-
beziehungen**
Prof. Vanessa Wood

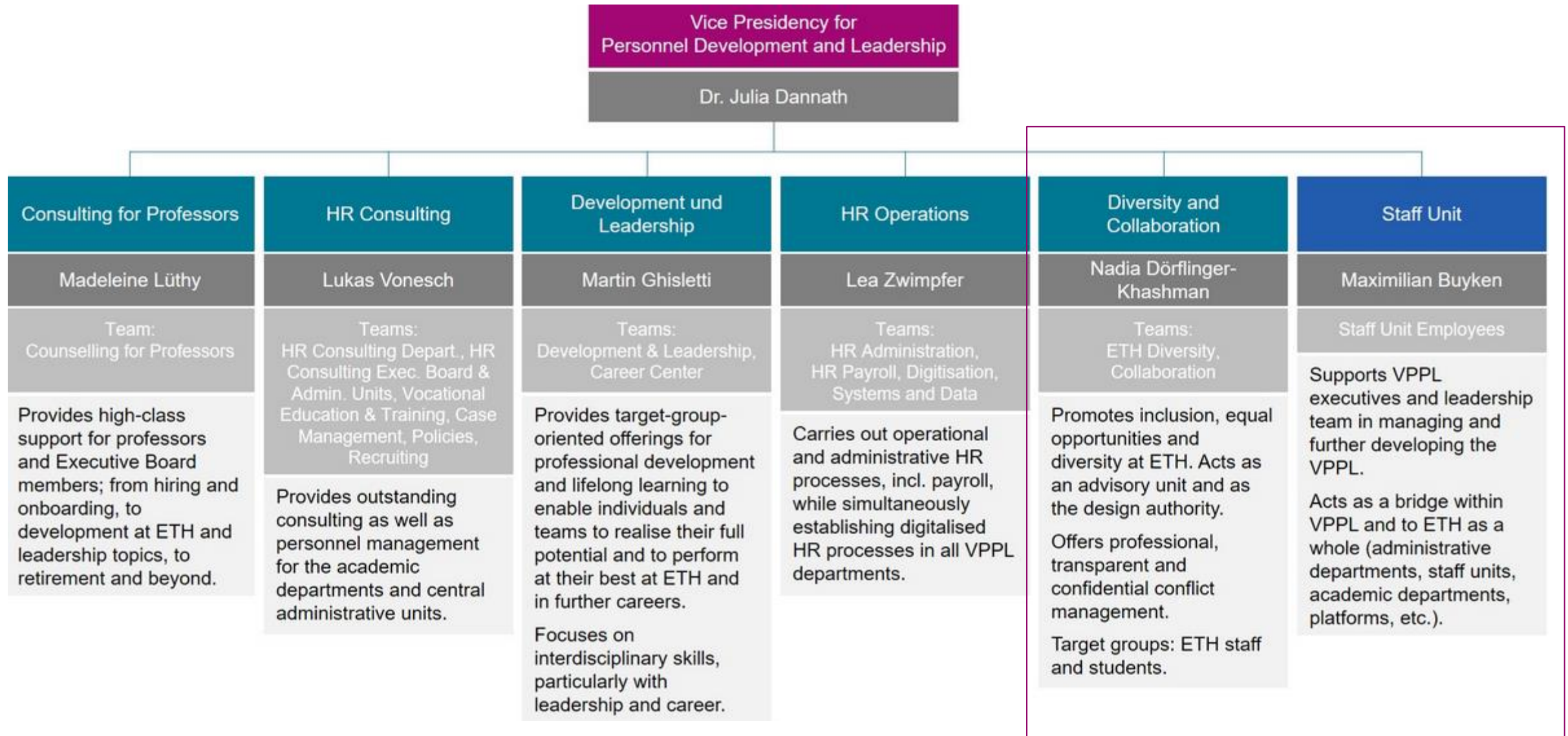
Organisational Chart

31.12.2021



Organisational Chart VPPL

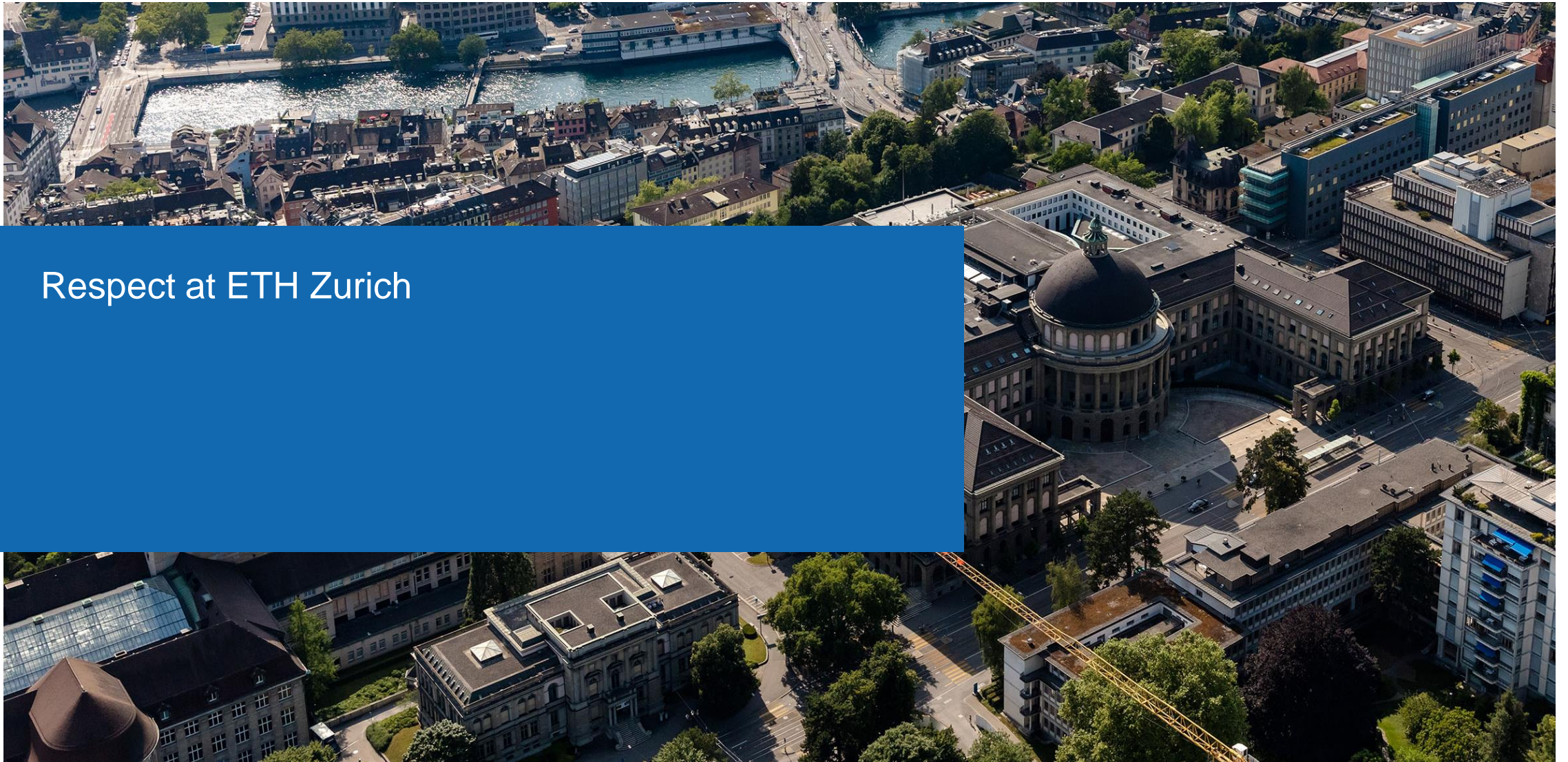
1.1.2022



Ready?

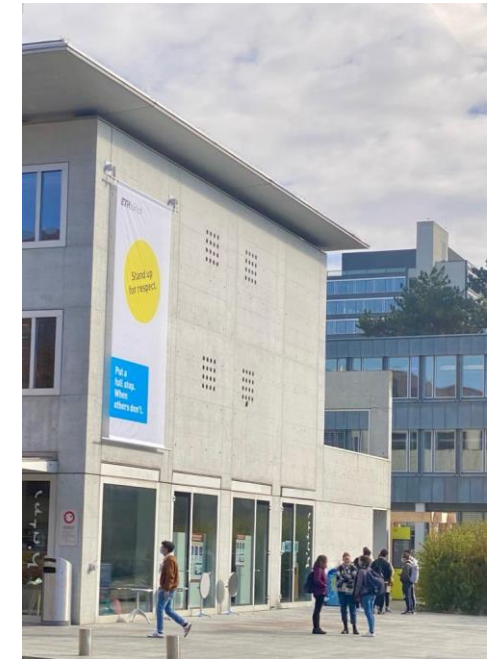


Respect at ETH Zurich



Respect at ETH Zurich

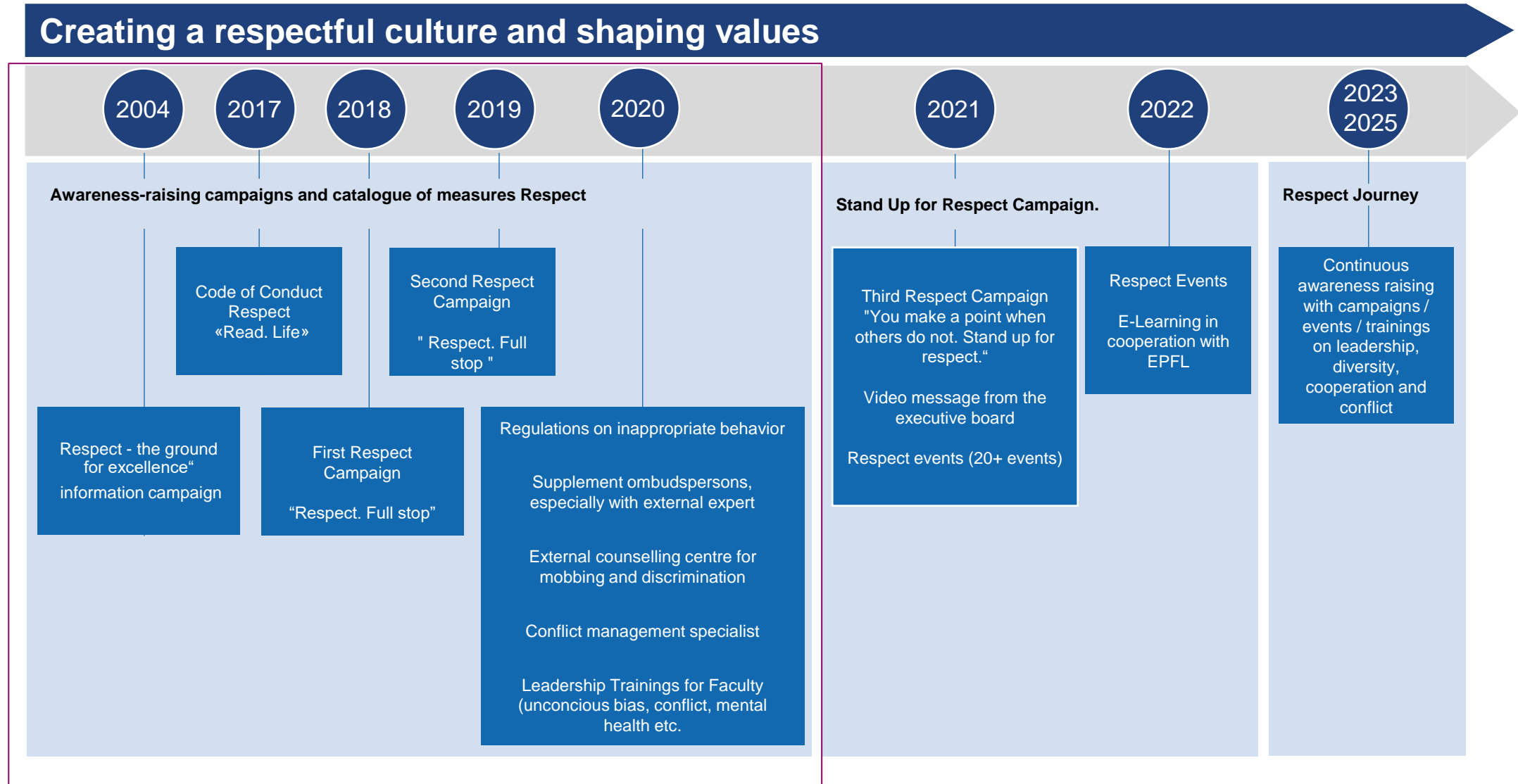
1. Why do we need a Respect campaign?
2. What is the idea behind the campaign?
3. Who is responsible for the campaign?



Respect Journey – past

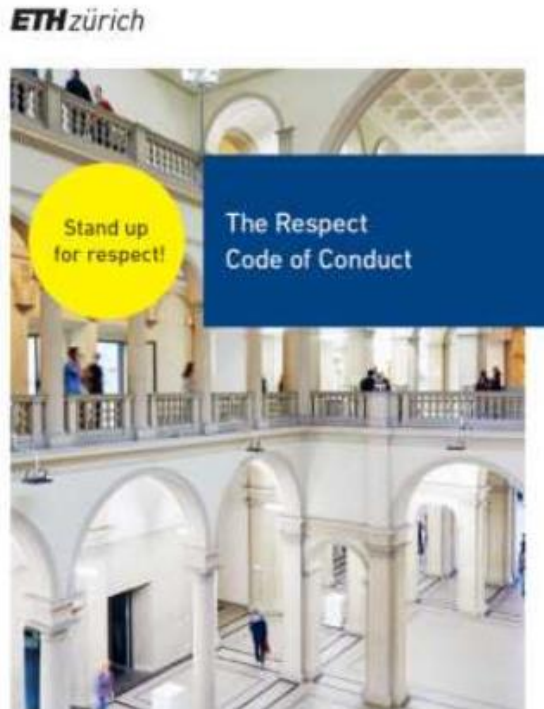


Respect Journey ETH Zurich – past



What have we done in the past?

Code of Conduct respect



Read it. Live it.

Respect Campaign



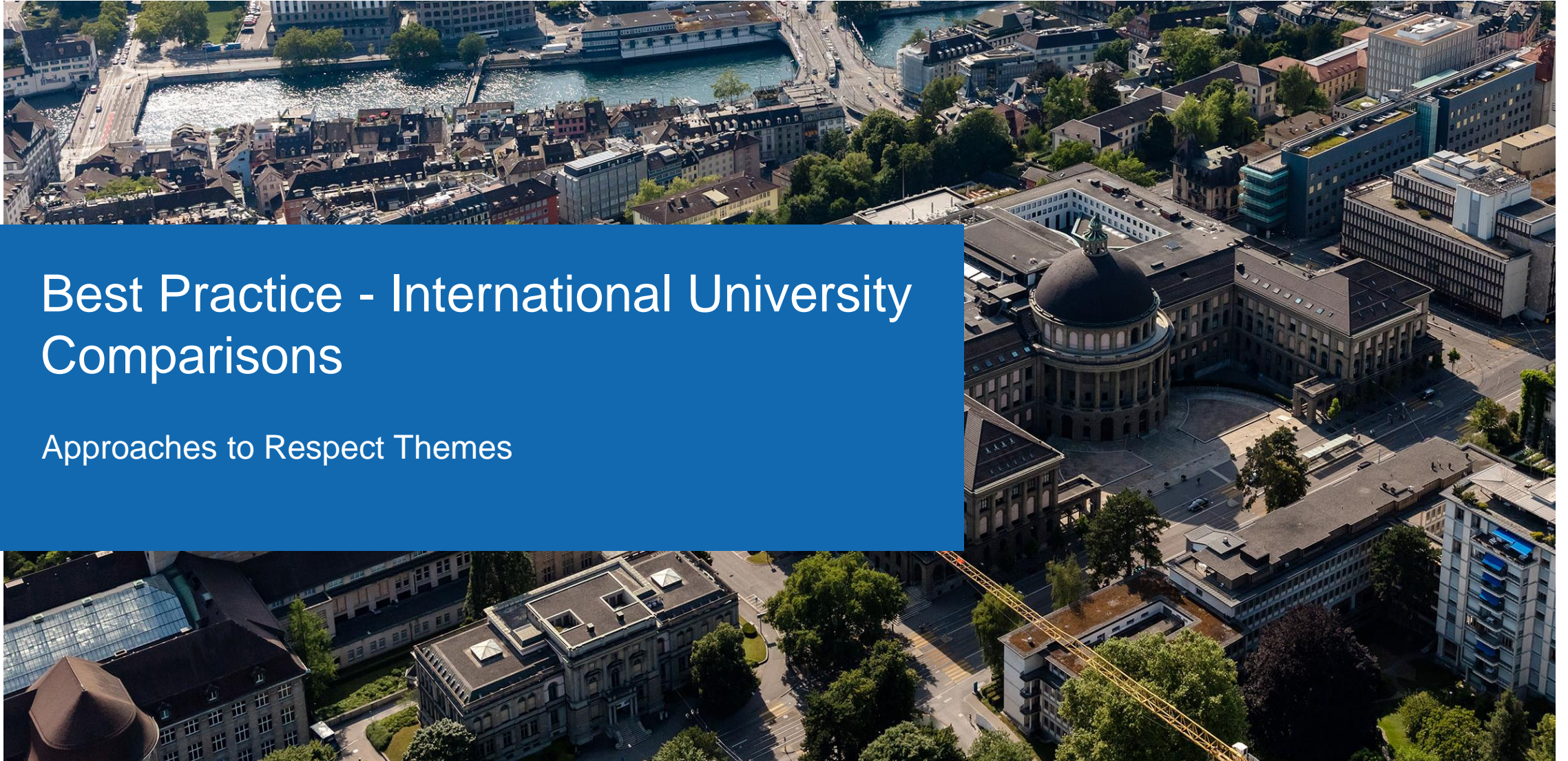
Further measures:

- Regulations on inappropriate behavior
- Supplement ombudspersons, especially with external expert
- External counselling centre for mobbing and discrimination
- Conflict management specialist



Best Practice - International University Comparisons

Approaches to Respect Themes



Overview

USA

- Massachusetts Institute of Technology*
- New York University
- Princeton University
- Georgia Tech
- Harvard University
- Northwestern University (Chicago)
- Caltech

Europe

- University of Oxford*
- University of Graz

Canada

- University of Toronto
- University of British Columbia
- McGill University
- University of Alberta

Australia

- Australian National University*

Switzerland

- University of Berne
- University of Basel
- HSG
- Divers

Analyse, best practice - Questions

1. How does your institution address issues such as discrimination, mobbing, sexual harassment, etc. with various target groups (e.g. students, research staff, administrators, professors)?
2. Is sensitivity training required, and if so, for whom (e.g. awareness workshops for faculty, e-learning modules that students must complete in order to matriculate, videos)?
3. What kinds of materials/tools do you use for sensitivity training and/or communication?
4. Do you have any particularly effective content/methods/approaches related to allyship (focusing not on the “perpetrator”/”victim” aspect, but rather on communal responsibility to call out transgressions
5. Can you recommend resources that help to motivate campus community members to stand up against, e.g., observed micro-aggressions (see Scholastic Choices as an example)

General services of «respect» offices (anglo-saxon universities)

Awareness / Info Campaigns				
Action (React)	Preventative			
Reporting misconduct	Awareness campaigns (div. media) For: respecting differences in community Against: harassment, discrimination, bad conduct Action: Where to go, next steps	In-person outreach Training workshops Awareness dialogue (e.g. with research groups, student groups by dorm hall)	Online awareness training Required + Optional modules (e.g. everfi, quercus, successfactors, epigeum)	Community groups Online / In-person «Dialogues» Peer (ally) groups Mentoring
Filing complaints				
Conciliation processes				
Providing accommodations (academic, physical space)				

University of Oxford

Contact: Sexual Harassment and Violence Support Service

<https://www.ox.ac.uk/againstsexualviolence>

With a focus on students. 1 min video from community followed by support service button.

Here is an overview of the Support Service:



About the support service



Accused students



Unsure of next steps?



Our team



Professionals and welfare staff



ISVA



External support

sexual harassment and violence

RELATED WEBSITES

• Consent Matters

LATEST NEWS ON TWITTER

[@OxUniStudents](https://twitter.com/OxUniStudents)

SEARCH THE OXFORD STUDENTS' SITE

SEARCH

CAN'T FIND WHAT YOU'RE LOOKING FOR?

Try our extensive database of FAQs or submit your own question...

ASK A QUESTION

OXFORD AGAINST SEXUAL VIOLENCE

OXFORD AGAINST SEXUAL VIOLENCE

TACKLING SEXUAL HARASSMENT AND VIOLENCE AT THE UNIVERSITY



SEXUAL HARASSMENT AND VIOLENCE SUPPORT SERVICE

SEXUAL HARASSMENT OR VIOLENCE IS NEVER ACCEPTABLE

If you have experienced sexual harassment or violence in any form, we want to hear from you - whoever you are, whatever has happened, and whenever it was.

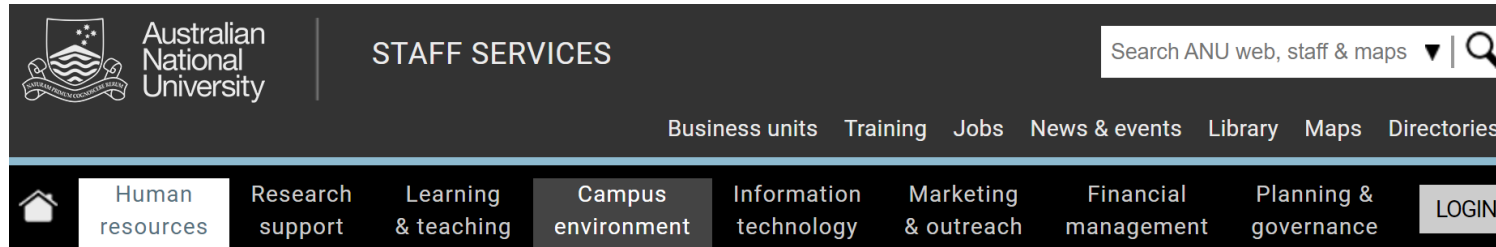
OUR COMMITMENT TO YOU

SUPPORTING OUR STUDENTS

In the last year, we have doubled the size of the Sexual Harassment and Violence Support Service team and made changes to make our disciplinary process more transparent.

Australian National University (ANU)

Contact: Culture and Development, Human Resources Division



Home » Human resources » Respect & inclusion » Prevention of bullying and harassment

Prevention of bullying and harassment

ANU is committed to ensuring staff and students are treated with integrity and respect. All members of ANU have the right to work and study in an environment free from discrimination, harassment and bullying.

The ANU Code of Conduct sets standards for personal and professional behaviour and requires staff to treat students, other staff members and members of the community with respect, and to refrain from bullying or harassing behaviour.

Where do I go to for help?

Depending on the concerns that you raise, there are a number of relevant policies and procedures for responding to concerns of bullying and harassment. The following people are available to speak to for support and advice on the appropriate action to take.

Reference documents

[Fact Sheet - Prevention of bullying and harassment \(PDF, 60.71 KB\)](#)

Use contact details to request an alternative file format.

Policies

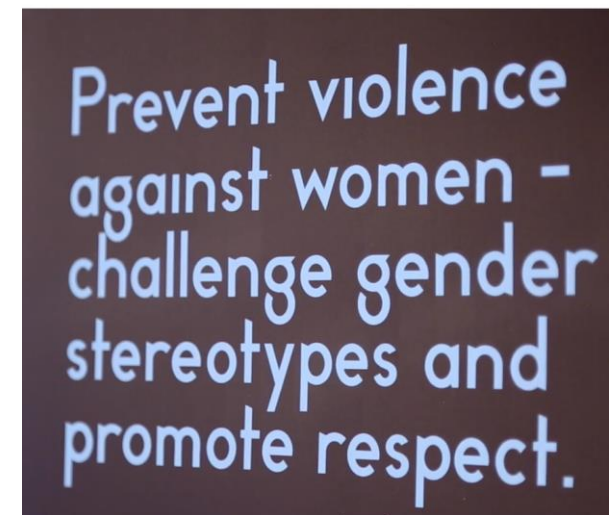
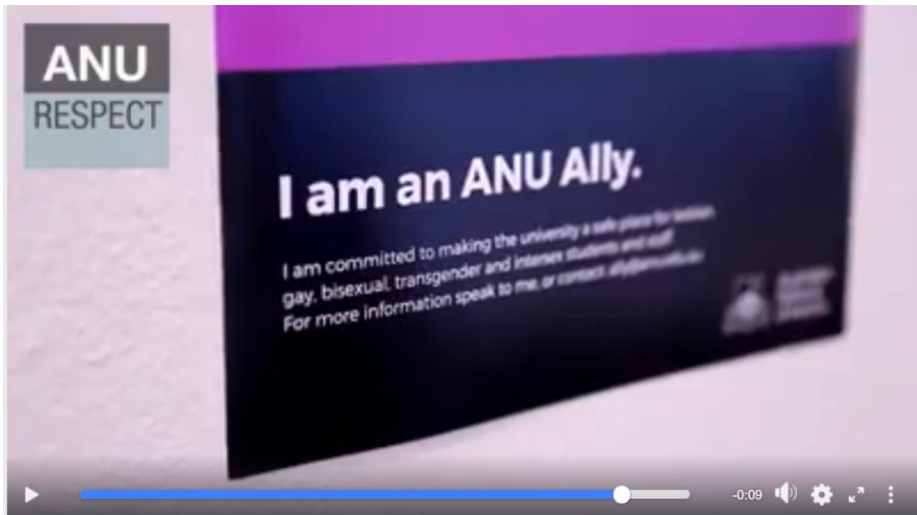
- [Code of Conduct policy](#)

<https://services.anu.edu.au/human-resources/respect-inclusion/prevention-of-bullying-and-harassment>

Manager - ANU Respectful Relationships Unit

Australian National University (ANU)

Contact: Culture and Development, Human Resources Division



Australian National University (ANU)

Contact: Culture and Development, Human Resources Division

Train the trainer ---- <https://matebystander.edu.au/training-options/>



ABOUT

TRAINING

EVENTS

NEWS & INSIGHTS

CONTACT



Motivating Action Through Empowerment

**BE SOMEONE
WHO DOES
SOMETHING**

MIT: Institute Discrimination & Harassment Response Office (IDHR)

Sarah Rankin

MIT

Ca. 1,000 Professors
10,000 Staff (incl. Researchers)
10,000 students

IDHR Team (8 ppl.)

Director of IDHR & Institute Title IX Coordinator
Case Manager
Manager of Prevention, Education, and Outreach
Administrative Assistant
Manager of Investigations

Sarah Rankin

Director of IDHR & Institute Title IX Coordinator



Sarah Rankin is the Director of the IDHR Office and Institute Title IX Coordinator at MIT. She oversees the education investigation branches of the office, develops and conducts trainings across the Institute, and manages the office's outreach efforts. Formerly, she was the Director of Harvard University's Office of Diversity and Inclusion.

Law team:

Investigator 1
Investigator 2
Graduate Community Fellow

Across MIT: 14 contacts - Deputy Title IX Coordinators (Depts, ZO, etc.)

Integrated into campus community with....

Bias Response Team (BRT) Membership

Chair, Director, Institute Discrimination & Harassment Response Office
Senior Associate Dean for Residential Education
Chief, MIT Police
Senior Associate Dean for Diversity and Community Involvement
Assistant Dean for Graduate Education
Case Manager, Institute Discrimination & Harassment Response Office
Manager of Staff Diversity and Inclusion, Human Resources
Program Director, Institute Community and Equity Office
Counsel, Office of the General Counsel

MIT

Contact: Institute Discrimination & Harassment Response Office

Leading by example – Change maker awards (since 2017)

MIT Change-Maker Award History

MIT recognizes outstanding students, faculty, and staff for their work to combat sexual misconduct at the annual Change Makers Awards, started in April 2017. Because much of this work is understated, the Awards are meant to highlight those who affect positive change in our community. [Read more here](#). Look out for a Call to Nominate each spring.



Change Makers Awards, 2018.

Undergraduate Student: David Dellal was honored for his leadership InterFraternity Council (IFC). As the IFC risk manager, IFC president, and founder / chair of the IFC Sexual Misconduct Committee, Dellal worked to change harmful attitudes that contribute to sexual misconduct on campus. The committee developed the CAP program to incentivize fraternity chapters' involvement with Sexual Assault and Awareness Month as well as their participation in VPR-led trainings.

Graduate Student: Claire Webb was recognized for her work with the Title IX Office. As the Graduate Fellow, she helped redesign the office's website and craft educational materials. Webb's work helps students easily find the education, support, and reporting resources they need.

Student Group: Graduate Women at MIT (GWAMIT) hosts community discussions, pairs mentors and mentees, and collaborates with the Title IX and Bias Response Office. Their work spurred several climate surveys at MIT, a New England-area survey of graduate students, and a Title IX summit with local institutions of higher education.

Faculty/Staff: Former chemistry graduate student Michelle Macleod and department head Timothy F. Jamison (Department of Chemistry) led efforts to train faculty, students, and staff. The Department now requires all principal investigators to host workshops on a bi-annual basis that focus on preventing sexual harassment and creating an inclusive learning and work environment. Their work functions as a model for other MIT departments to follow.

PLEASURE Peer Educator of the Year: Nolan O'Brien was selected as the Distinguished PLEASURE Educator this year to honor Nolan's inclusive leadership in the group. Through community workshops and dialogues in residence halls, PLEASURE promotes healthy relationships and aims to eliminate sexual violence at MIT.

MIT

Visuals - Materials (on doors, bathrooms)

DO YOU WANT TO TALK TO SOMEONE

About an incident (recent or former) of sexual assault, sexual harassment, intimate partner violence, or stalking?

EMERGENCIES

MIT Police 617-253-1212 (on campus)
911 (off campus)

FOR EMERGENCIES

MEDICAL ATTENTION

MIT Medical (confidential resource)
617-253-4481

FOR CONFIDENTIAL SUPPORT

MIT RESOURCES

Violence Prevention & Response (VPR)
617-253-2300
VPR can provide support and answer questions about resources and reporting options.

Student Mental Health & Counseling
617-253-2916
Chaplains
617-253-7707
Ombuds Office
617-253-5921
MyLife Services
844-405-5433

OFF CAMPUS RESOURCES

Boston Area Rape Crisis Center
1-800-841-8371
RAINN (hotline)
1-800-656-HOPE
Transition House
617-661-7203

Confidential resources will not inform IDHR of any information shared.

For Students
For Faculty, Staff, and Postdocs

REPORTING AN INCIDENT

IDHR - Reporting MIT Policy Violations

Learn more about:

- Supportive Measures
- Informal/Formal Resolution Pathways
- Confidential Resources On or Off Campus

MIT POLICE - Reporting State Law Violations

Learn more about:

- Pressing Criminal Charges
- Obtaining Protection Orders through Court
- Connecting with Local (Non-MIT) Police Campus

can be pursued simultaneously

Report your experience anonymously or non-anonymously at idhr.mit.edu.

WHAT IF I WOULD RATHER TALK TO ONE OF THE FOLKS BELOW?

EXAMPLES FOR STUDENTS

- Coaches
- Residential Life Staff (including GRAs)
- Academic Advisors
- Faculty
- Teaching Assistants
- Student Support Services (S')
- Office of Graduate Education
- Deputy Title IX Coordinators

EXAMPLES FOR EMPLOYEES

- Managers & Supervisors (even if it's not your Manager/Supervisor)
- Human Resource professionals (both central and DLC-specific)

If you speak with the staff mentioned above (otherwise known as **Responsible Employees**), they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email to ask if you would like to meet and learn more about resources and reporting options available to you. You do not have to agree to meet with IDHR staff.

HOW CAN IDHR HELP ME?

The **Institute Discrimination & Harassment Response Office (IDHR)** can help faculty, staff, students, and postdocs who are experiencing any form of discrimination or discriminatory harassment on the basis of:

- race
- color
- sex
- sexual orientation
- gender identity
- pregnancy
- religion
- disability
- age
- genetic information
- veteran status
- ancestry
- national or ethnic origin

Please note that discrimination or discriminatory harassment on the basis of sex includes sexual misconduct, intimate partner violence, and stalking. Many of the resources listed on the left can also support you if you've experienced discrimination other than sexual misconduct.

FREQUENTLY ASKED QUESTIONS

What happens when I report an incident to IDHR?
What is "serious enough" to report?

When you reach out or report to IDHR non-anonymously, "reporting" simply means letting the IDHR Office know something has occurred. An IDHR staff member will contact you to schedule a time to meet or talk. IDHR can provide information on supportive measures, resources on or off campus, discuss the alternative dispute resolution process, and explain how to file a formal complaint.

Please note that reaching out or reporting to IDHR does not automatically trigger a formal investigation process.

If it's serious to you, it's serious to us. The earlier we're notified, the more we can do to address the situation.

I don't want to file a formal complaint, so why would I go to IDHR?

Our office does much more than just conduct formal complaint investigations. We have a variety of other ways to address concerns about discrimination at MIT including:

- 1. ALTERNATIVE DISPUTE RESOLUTION:** We can address concerns through the alternative dispute resolution process which can include mediation or a facilitated dialogue. The goal of these processes is to resolve a situation by finding a resolution that everyone agrees to.
- 2. SUPPORTIVE MEASURES:** We can assist in securing workplace, housing, or academic modifications, obtaining no-contact orders, talking to someone about their behavior and its effect on you, and more.
- 3. EDUCATION AND TRAINING:** IDHR staff can train your group on topics including: responsible employees, relevant laws and MIT policies, reporting options, and bystander intervention.

INSTITUTE DISCRIMINATION & HARASSMENT RESPONSE OFFICE
idhr.mit.edu

SEXUAL MISCONDUCT

Obtaining Information, Support and Assistance, Filing a Complaint

WHAT YOU NEED TO KNOW

If you experience any form of sexual misconduct, there are a number of ways you can report the incident as well as a wide array of services available to obtain the information, support, and assistance you need to ensure your health and safety, both emotional and physical.

DEFINITION The Institute uses the term Sexual Misconduct as an umbrella term to include:

- Sexual Assault;
- Sexual Harassment;
- Interpersonal Violence (dating/domestic violence);
- Stalking; and
- Sexual Exploitation

Complete definitions, together with a discussion of what it means to give "effective consent," can be found at handbook.mit.edu.

1 OPTIONS IMMEDIATELY AFTER INCIDENT

SEEKING CONFIDENTIAL CRISIS COUNSELING

There are a number of resources you may turn to for confidential advice, support and information in the immediate aftermath of an incident.

MIT Resources

- Violence Prevention & Response (VPR): 617-253-2300
- Student Mental Health & Counseling: 617-253-2916
- MIT Chaplains: 617-253-7707

Community Resources

- Boston Area Rape Crisis Center (BARCC): 1-800-841-8371
- Transition House: (617) 661-7203 (DV Shelter)
- Network/La Red: 617-742-4911 (LGBTQ Services)

SEEKING EMERGENCY MEDICAL ATTENTION

You can receive health care (like medications to prevent infections or pregnancy) at MIT Medical. To learn more about obtaining a Sexual Assault Evidence Collection Kit, go to www.surviverrape.org.

Information about Medical Care

- Violence Prevention & Response (VPR): 617-253-2300
- MIT Medical: 617-253-4481
- Boston Area Rape Crisis Center: 1-800-841-8371

Cambridge Hospital and MGH Hospitals are "SANE" sites (Sexual Assault Nurse Examiner). These nurses are specially trained to care for victims of sexual assault and to conduct a "medical evidence collection kit." Please call VPR's hotline to discuss medical options or to request an advocate accompaniment for care.

REPORTING THE INCIDENT TO THE POLICE

Report an incident to the police by calling one of the numbers at right. Your decision to report to the police will not affect your ability to file a complaint through the Institute's procedures, which are independent of the criminal process.

HOW TO CONTACT THE POLICE (24/7)

- MIT Police: 617-253-1212
- Campus Phone: 100
- Cambridge Police: 617-349-3300

MIT

Website - Resources

Educational Materials

To request printed materials, please email [idhr-education](mailto:idhr-education@mit.edu)

Resources for Discrimination & Discriminatory Harassment

Click on image to open PDF version of brochure. Click [here](#) for a plain text version for screen readers, and [here](#) for a plain text version in Spanish.



Resources for Survivors of Sexual Assault, Dating/Domestic Violence, and Stalking

Click on image to open PDF version of brochure.



How to Help

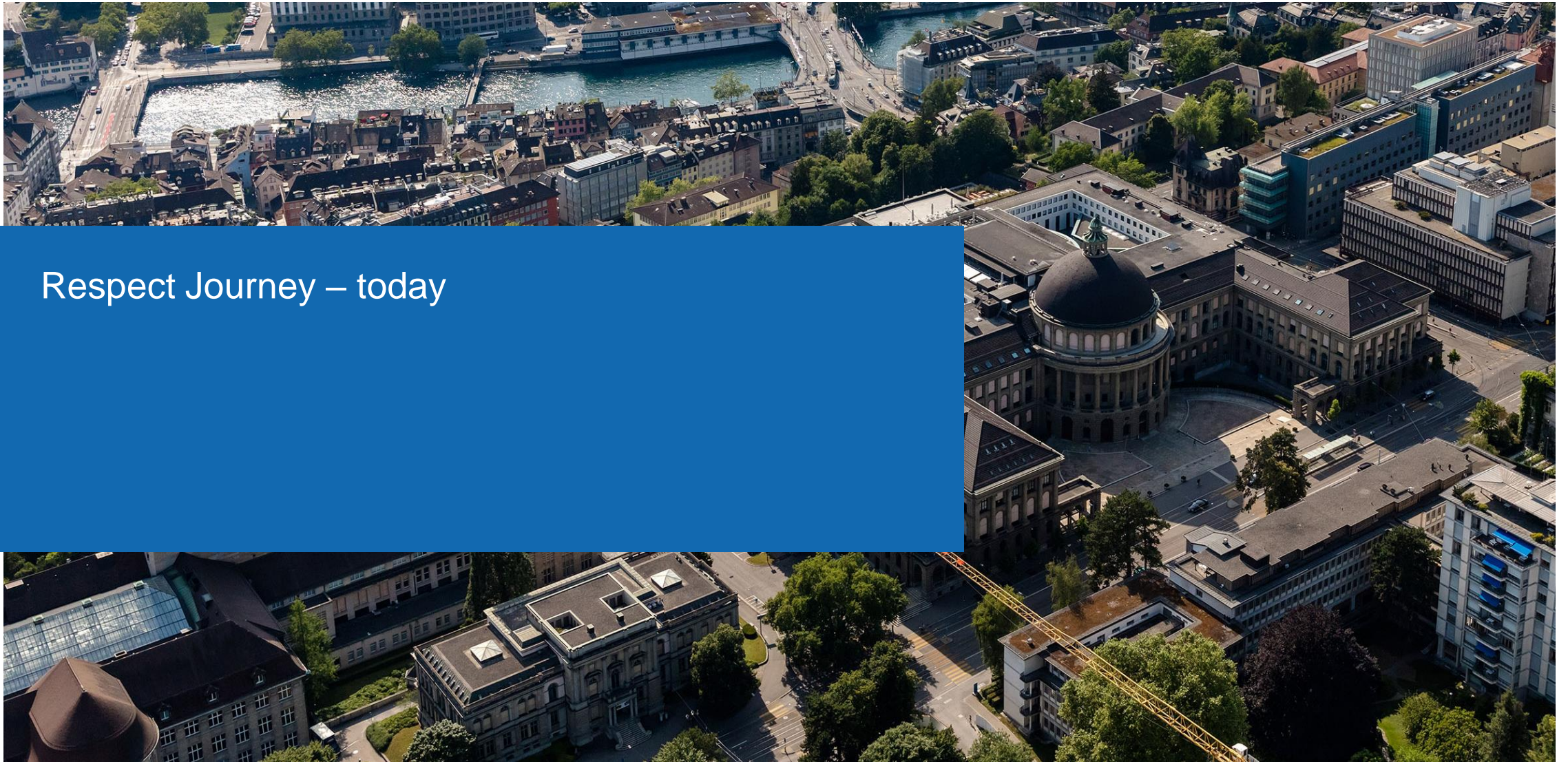
It can be difficult when a friend or loved one has experienced sexual misconduct. The following was adapted from information provided by the [Boston Area Rape Crisis Center \(BARCC\)](#).

How to Help as a Friend

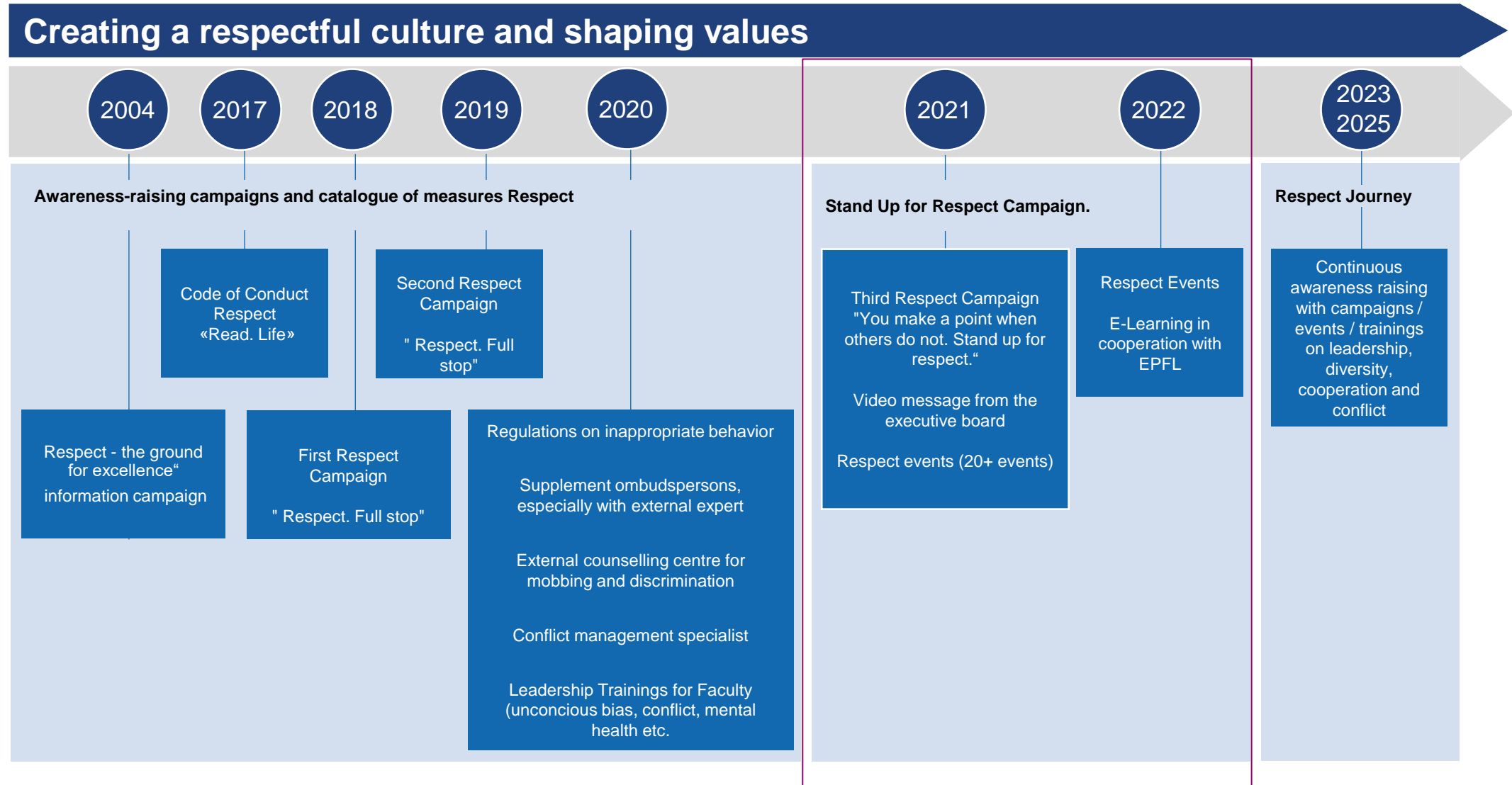
- Be a good listener. Listening is one of the most important ways you can support your friend. Some people will want to talk right away, and others will need some time. Let the person you care about know that you will be ready when (s)he is. Let them talk while you simply listen.
- Be aware of the need for privacy. A college campus can feel like a very small community. Always ask for permission before you tell someone about your friend's experience. By asking first, you are helping to give them some control over the situation.

Mostly print brochures, bathroom door signs. 3 Videos on student website.

Respect Journey – today



Respect Journey ETH Zurich – today





Communication measures Project Respect 2021 «Upstander»

Awareness campaign with general cultural themes, approach: We all shape culture and become active upstander.

“Make a point when others don't. Stand up for respect”

Online

- Respect website
 - "Stand up for respect", update code of conduct, info and registration Respect Series
- Launch e-mail to all ETH members
 - Campaign information, video message, registration Respect Month, link to Respect Web (incl. update COC)
- Video message
 - Executive Board to all ETH members
- Computer login / reference to ETH web pages (like Corona bar), ETH app with slogan
- ETH social media
- Internal magazine articles

Online & Offline

- Animated GIFs/template for lecturers
- Respect series with approx. 20 different sessions. Sessions on the topic of respect (cooperation with different internal parties).

Offline

- Screens in the departments
- ETH eLink shuttle bus
- Mailing to all ETH members (postcard)

Complementary activities

- VSETH creates testimonials
- Code of Conduct
- Employee survey
- Etc.

Respect

<https://respekt.ethz.ch/en/>

ETH zürich

Respect

The Respect Code of
Conduct

Stand up for
respect

Inappropriate
behaviour

Dealing with
misconduct

Contact and advice
services

Events

Campaign



Stand up for respect



Intervening in inappropriate situations requires courage. The current Respect Campaign of ETH Zurich shows how to "put a full stop, when others don't" and thus become an active "upstander".

[Take a look](#)

The Respect Code of Conduct



Diversity is one of ETH's strengths – and at the same time a challenge. The Code of Conduct acts as a guideline for how members of our community should treat each other and highlights the values that we stand for.

Inappropriate behaviour



These types of behaviour will not be tolerated. Get [more information here](#).

Dealing with misconduct



Bullying, harassment, discrimination or threat and violence of any form are not tolerated at ETH. Take action! Find [more information here](#).

Contact and advice services



These services can provide advice and support if you witness, or are personally affected by, inappropriate behaviour.

ETH Zurich does not tolerate discrimination, bullying, threats and violence, or harassment of any kind. React quickly and firmly if you experience inappropriate behaviour.

Video

Watch these videos to learn more about the following topics:

- Code of conduct
- Respect at ETH
- How to deal with inappropriate behaviour
- Stand up for respect [▶](#)



Stand up for Respect

Kampagne 2021/2022



ETH zürich

**DU GEHÖRST
DAZU.
WENN DU DEUTSCH
SPRICHST**

Mach du einen Punkt,
wenn andere ihn nicht machen.

ETH zürich

Steh ein
für Respekt.

www.ethz.ch/respekt

Respect Events 2021

[Respect Events 2021 – Respect | ETH Zurich](#)

ETH zürich Respect

Verhaltenskodex
Respekt

Steh ein für
Respekt

Respektloses
Verhalten

Vorgehen bei
Fehlverhalten

Anlauf- und
Beratungsstellen

Events Kampagne

Respekt Events 2021

Während den "Respekt Events 2021" hatten Sie die Gelegenheit, sich mit sämtlichen Themen rund um Respekt an der ETH Zürich auseinanderzusetzen. Die (online) Veranstaltungen fanden vom 10. bis 30. November 2021 statt.

Unterlagen und Dokumente

- Respekt Coffee Talk mit Meike Akveld und Phomale (EN)
- Vom Bystander zum Upstander (EN)
- "Picture a scientist" - Was Wissenschaftlerinnen im MINT-Bereich erleben (EN)
- Wie Höflichkeit & Vertrauen die Zusammenarbeit fördern & die Effektivität des Teams steigern (EN)
- Jährliche AVETH-Seminarreihe zur sozialen Gerechtigkeit | Session 1 (EN)
- Spezielle Thematisierung im AVETH-Leseclub für soziale Gerechtigkeit (EN)
- Chancengleichheit, Vielfalt und Inklusion (DE)
- Rassismus, implizite Vorurteile und Wohlbefinden | Modul 1 - Grundlagen (EN)
- Warum wir politisch korrekte Sprache brauchen (DE)
- Jährliche AVETH-Seminarreihe zur sozialen Gerechtigkeit | Session 2 (EN)
- Wie viele Regeln braucht ein respektvolles Arbeitsumfeld? (DE, Zielgruppe: Führungskräfte)
- Die Kultur der sexuellen Belästigung durchbrechen (EN)
- Warum wir politisch korrekte Sprache brauchen (EN)

Wir setzen uns für einen barrierefreien Zugang zu den Respekt Events ein. Bei allfälligen Fragen melden Sie sich bei events@ethz.ch.

STEH EIN FÜR RESPEKT.
www.ethz.ch/respect

[Respect Events 2021 - resource page – Respect | ETH Zurich](#)

ETH zürich Respect

The Respect Code of Conduct

Stand up for respect

Inappropriate behaviour

Dealing with misconduct

Contact and advice services

Respect Events 2021 - resource page

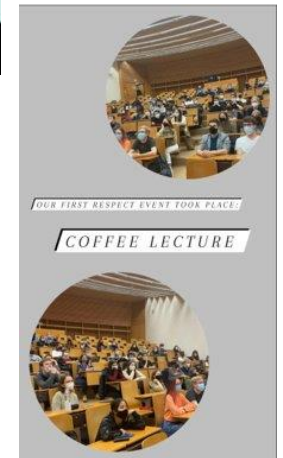
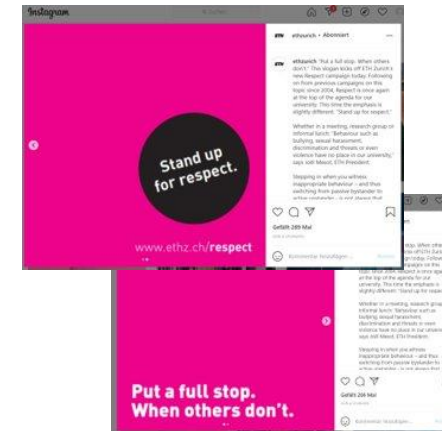
Thank you for your participation in the Respect Events 2021. Here you will find any provided presentations and materials of the individual events.

Do you still have feedback?

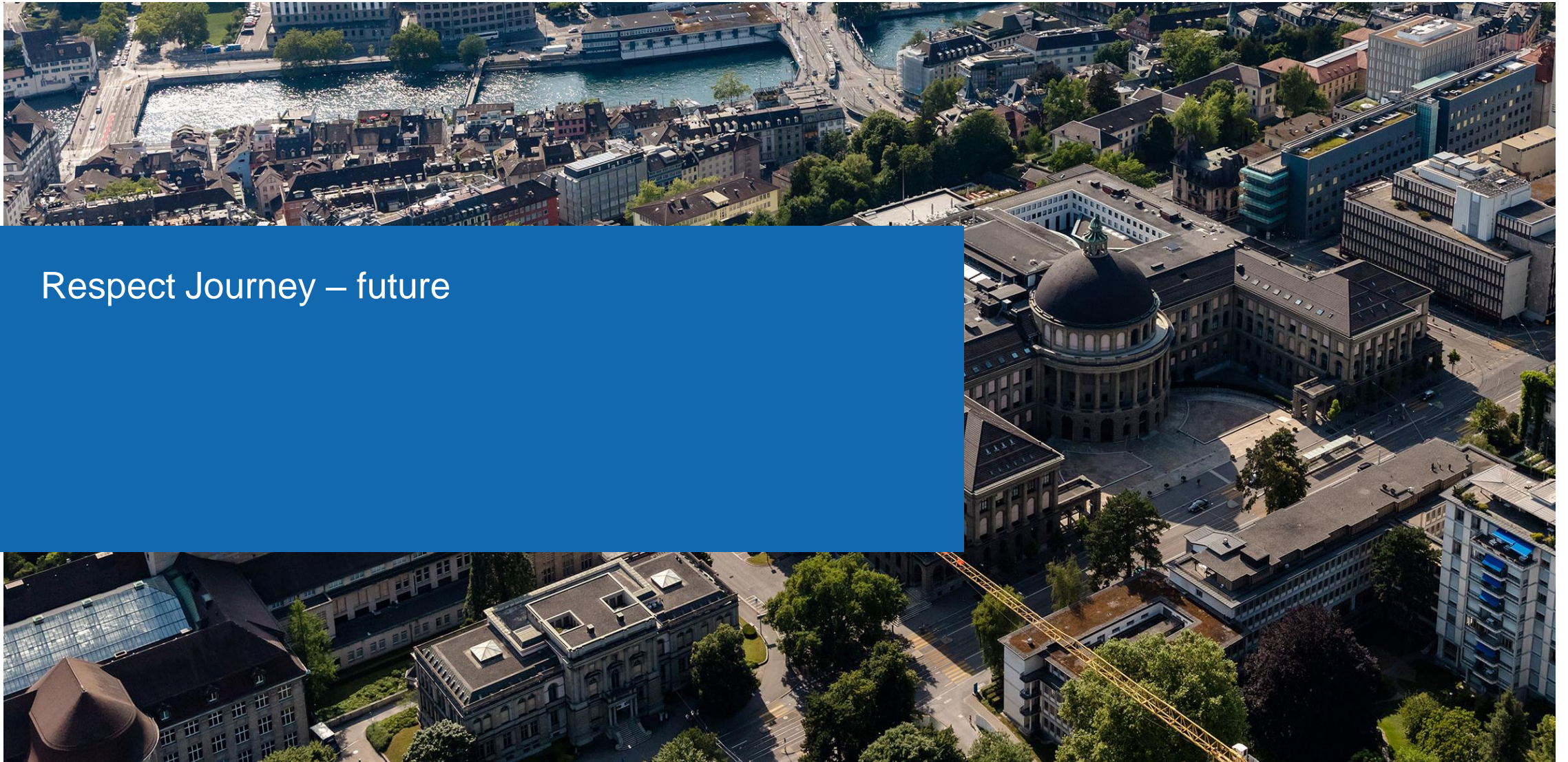
If you participated in a Respect session and would like to give us some feedback, please use this form (one form per session).

Resources

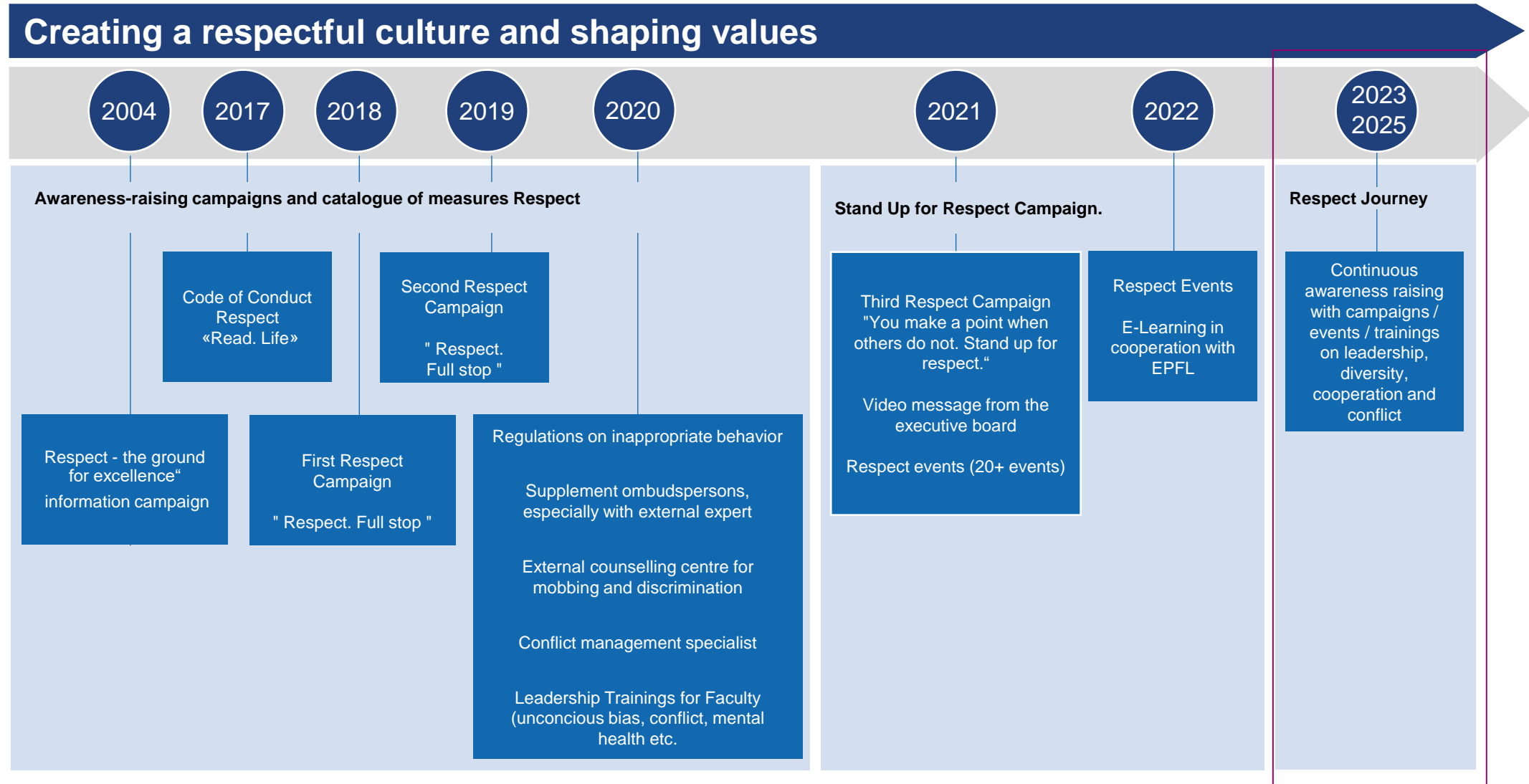
Date	#	Event	Resources / Info
10.11.21	RK21-01	Respect Coffee Talk mit Meike Akveld und Phomale (EN)	Please contact event organizer
10.11.21	RK21-02	From bystander to upstander (EN)	See speaker article
11.11.21	RK21-03	Picture a scientist - What female researchers experience in STEM	More info - ETH Diversity
11.11.21	RK21-04	How civility and trust build collaboration and drive team effectiveness (EN)	See speaker article / More under "publications"
12.11.21	RK21-05	2021 Annual AVETH social justice seminar series, session 1 (EN)	Please contact event organizer
15.11.21	RK21-06	Special topics session in the AVETH social justice reading club (EN)	Please contact event organizer
16.11.21	RK21-07	Chancengleichheit, Vielfalt und Inklusion (DE)	Website Info - ETH Diversity
16.11.21	RK21-08	Racism, implicit bias and wellbeing, module 1 - basics	Please contact event organizer
16.11.21	RK21-09	Warum wir politisch korrekte Sprache brauchen (DE)	Website Info - ETH Diversity
17.11.21	RK21-10	2021 Annual AVETH social justice seminar series session 2 (EN)	Please contact event organizer
17.11.21	RK21-11	Wie viele Regeln braucht ein respektvolles Arbeitsumfeld? (DE)	Presentation (PDF, 1.4 MB)
17.11.21	RK21-12	Breaking the culture of sexual harassment (EN)	Presentation (PDF, 2.7 MB)
18.11.21	RK21-13	Why do we need politically correct language? (EN)	More info - ETH Diversity
18.11.21	RK21-14	Zurück zur - Henschen und Helden (DE)	Presentation (PDF, 155 KB)
19.11.21	RK21-15	Konflikte werden konstruktiv lösen (DE)	Presentation (PDF, 1.5 MB)
22.11.21	RK21-16	Wer? Wann? Wo? - Die Anlaufstellen der ETH stellen sich vor (DE)	Presentation (PDF, 15.4 MB)
22.11.21	RK21-17	Wertschätzender Rücktext (DE)	Presentation (PDF, 1.5 MB)



Respect Journey – future



Respect Journey ETH Zurich – future



Message from the Executive Board ETH Zurich



Time 3.34 min

