

Appendix No. 2
to the Order
of the Head of Doctoral School
No. 4 of 29 September 2023

Rules for resolving conflict situations
between doctoral student¹ and supervisor²
at the Doctoral School of the Maria Grzegorzewska University

Introduction

Conflict situations between a doctoral student and a supervisor at the doctoral school can occur as a result of various events, can have various causes, and are not all predictable. The proposed rules are introduced to create a universally accessible, transparent and unified system for resolving conflict situations that may arise at the Doctoral School of the University between a doctoral student and a supervisor.

General arrangements

1. Each doctoral student of the Doctoral School of the University is obliged to fulfill his/her obligations under the Regulations of the Doctoral School.
2. Each doctoral student of the Doctoral School of the University is obliged to act in accordance with the Oath and the Code of Doctoral Student Ethics in effect at the University.
3. Each supervisor exercising academic supervision over a doctoral student of the Doctoral School of the University is obliged to fulfill his/her obligations under the Regulations of the Doctoral School.
4. Each supervisor exercising academic supervision over a doctoral student of the Doctoral School of the University is obliged to act in accordance with the Code of Good Supervisor Practices in effect at the Doctoral School of the University.

Conflict situations

1. Typical conflict situations that can arise between a doctoral student and a supervisor at the Doctoral School include:

¹ This is understood to mean a male or female doctoral student.

² This is understood to mean a male or female supervisor, assistant supervisor.

- a. failure of a doctoral student to fulfill his/her obligations under the Regulations of the Doctoral School or the Curriculum of the Doctoral School
 - b. failure of the supervisor to fulfill his/her obligations under the Regulations of the Doctoral School
 - c. personal conflict between doctoral student and supervisor
 - d. failure to comply with intellectual property rules for ongoing research work.
2. In addition to the aforementioned, there may be other situations that are difficult to foresee, bearing the hallmarks of conflict between a doctoral student and a supervisor.

Rules for resolving conflict situations

1. The Supervisor is obliged to notify the Head of the Doctoral School of any lack of progress in the doctoral student's scientific work and failure to fulfill his/her obligations under the Regulations of the Doctoral School or the Curriculum of the Doctoral School.
2. Each doctoral student is obliged to notify the Head of the Doctoral School of any failure of the supervisor to fulfill his/her obligations under the Regulations of the Doctoral School.
3. A doctoral student, in the event of a difficult situation, may apply to the Doctoral Student Council for assistance in resolving the situation and/or mediating the conflict situation.
4. In the event of a conflict situation with the supervisor, the doctoral student informs the Head of the Doctoral School of the University in person or by e-mail or postal mail. The doctoral student is required to indicate in detail the circumstances surrounding the conflict situation.
5. In the event of a conflict situation with the doctoral student, the supervisor informs the Head of the Doctoral School of the University in person or by e-mail or postal mail. The supervisor is required to indicate in detail the circumstances surrounding the conflict situation.

5. The Head of the Doctoral School attempts to resolve the conflict situation by, among other things, conducting a one-on-one interview with the parties to the conflict.
6. If the conflict situation is not resolved, the Head of the Doctoral School notifies the Vice-Rector for Academic Affairs.
7. The Vice-Rector for Academic Affairs, together with the Head of the Doctoral School, work toward a final resolution of the conflict situation.
8. The Head of the Doctoral School of the University or the Vice-Rector for Academic Affairs may refer the conflict to the Academy's Mediator, the Academy's Ombudsman for Academic Rights and Values, or the Disciplinary Ombudsman for Doctoral Students or the Disciplinary Ombudsman for Academic Teachers.
9. A doctoral student may request a change of supervisor under the rules set forth in the Regulations of the Doctoral School.
10. In the case of situations bearing the hallmarks of bullying or discrimination, the rules against bullying and discrimination in force at the Maria Grzegorzewska University, as defined by the Rector's order, are applied.

Final provisions

Matters not covered by the content of these Rules are governed by the provisions contained in the Act of 18 July 2018 - Law on Higher Education (Journal of Laws of 2023, item 742, as amended), regulations arising from the Regulations of the Doctoral School of the University, regulations in force at the Maria Grzegorzewska University, and generally accepted ethical and social norms.