

## **ERASMUS POLICY STATEMENT 2021- 2027 OF THE ALEKSANDER ZELWEROWICZ NATIONAL ACADEMY OF DRAMATIC ART IN WARSAW**

In the current term, the Academy authorities consider internationality as one of their priorities. Erasmus Programme constitutes an important part of this process.

Erasmus+ exchanges enable our students to study abroad as part of their course and for students from partner institutions to study with us.

International mobilities of students and staff has grown steadily over the last years. The Academy views its internationalization strategy as an essential element in the promotion of a rich and diverse student experience. We carefully select our partners on the basis of their ability to offer our students a total professional experience. We also make our efforts as to incoming exchange students benefit from the extensive and intensive opportunities. Extensive experience and international contacts allow to promote the Academy as well as Polish theater and puppetry education. The overriding objective for all our exchange activity is cultural enrichment. We believe and actively promote mobility as a vehicle for the greater understanding of national, European and world culture and also firmly believe that one's own culture is very often better understood from an international perspective. International cooperation contributes into expanding the program offer of the Academy. Workshops led by well-known and respected foreign artists are perfect complement to the education program. European programs give students opportunities to travel and participate in international projects. Presenting the effects of students' works at foreign festivals gives them a chance to show the skills acquired at the Academy. International cooperation motivates to achieve better learning outcomes, acquiring new knowledge and confronting it at international environment. They are also able to exchange experiences with the foreign people that share similar education profile. Mobilities expand students language competences, in particular those related to the profile of study. We firmly believe that exchange programmes also promote an ethos of equality and diversity in our relatively small academic and artistic community. For staff, a particular priority for us is the opportunity to exchange experiences and raise their qualifications, as well as search for new methods and implementation at the home university.

In 2021-2027 we would wish to expose increasing numbers of mobilities of our students and also open our school for cooperation with non-European countries within Erasmus frame. We see staff mobility as providing vital input into our quality enhancement agenda and also through the infusion of new ideas and new ways of working. Through both student and staff mobility we learn from other world-leading institutions and through that contact the quality of our student experience is enhanced. One of our most important priority with all of our engagements with Erasmus is cultural and academic enrichment. We are grateful for the opportunity to include non-teaching staff in the scheme and look forward to the sharing of best practice in terms of governance and institutional management.

In 2021-2027 we are going to focus not only of students and staff exchanges but also on the new European challenges. Erasmus partnership projects: Strategic Partnerships and Erasmus Mundus Joint Master Degrees will play an important role when facing this challenges. These programs give us an opportunity to foster quality improvements, innovation, excellence and internationalization through ensuring mutual trust in theatre education system, facilitating the international mobility of students and graduates, cooperation between universities across borders.

### **AIMS AND PRIORITIES**

Keeping in mind the goals and assumptions of the Bologna Declaration and the Lisbon Strategy in the years 2021-2027 the Academy will continue its policy of European integration at university level and internationalization of education through the following goals and priorities:

- Regular improvement of our educational programmes and cooperation with partner universities
- Increasing the number of incoming and outgoing students
- Including English teaching offer as a constant part of academic educational programme
- Increasing the number of outgoing and incoming teaching staff
- Including administration staff into Erasmus programme (incoming and outgoing)

- Financial support for low-income outgoing students (POWER programme)

We would like to focus on developing a new education proposal in four basic dimensions in the frames of Strategic Partnership project:

- 1) a new theater production model and institutional transformation,
- 2) development of constructive feedback methodology supporting artistic self-development,
- 3) prevention of discrimination and strengthening of diversity,
- 4) prevention of harassment and abuse of power against students and work on changing awareness and social practices in this area.

Our important goal is openness for outsiders: highly qualified theater practitioners, people open to social and cultural changes, aware scientific creators with integrated humanities tools and key competences that can allow developing of new models of communication and cooperation, shaping a new language for describing reality and rebuilding the logic of culture, verifying the primacy of productivity, competition and individuality for the purpose of valuing cooperation, solidarity, and striving to empower all entities involved in its creation and reception. Those goals will be achieved through a series of integrated actions, serving both the entire theater community and all participants of culture. The final results will be a development of a new, democratic and team theater education proposal based on constructive feedback and equality measures, taking into account social and economic changes after / during the pandemic of COVID-19 and proposing new principles for cultural workers at European level, constituting a constructive vision of building a new, open and democratic community and regenerating the public sphere.

#### **ANTI-DISCRIMINATION**

Our university is gradually working on solutions adapting theater education to social changes: in the context of anti-discrimination.

We published the new anti-discrimination policy of the Academy (Code of Ethics) and created and put into the statute a new position the Ombudsman for Student Rights who is now constantly working with the students (Academic and incoming ones). The responsibilities of the Ombudsman for Student Rights is to promote knowledge of the principles and values in force at the Academy, guard and defend fundamental values, rights and freedoms, in particular those referred to in the Academy's Code of Ethics, and to help people who may have been violated. We also provide psychological support for all students and organize psychological lectures which topics include the scope of human development according to the theory of psychosexual and psychosocial development, as well as the scope of knowledge about personality disorders.

We are committed to establishing and maintaining an environment free of all forms of harassment and discrimination for all Academy community members. The Academy does not discriminate on the basis of age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, marital status, national origin, race, religion or religious creed, sex (including pregnancy), sexual orientation or any other category protected by law, in its programs or activities.

While not being a criminal offence in itself, sexual harassment can be prosecuted under Articles 198 and 199 of the Criminal Code.

- Article 198 Whoever, taking advantage of the vulnerability of another person, or of the lack of ability to recognise the significance of the act or ability to control his/her conduct, resulting from mental disability or disorder, subjects such a person to sexual intercourse or makes him/her submit to another sexual act or to perform such an act shall be subject to the penalty of the deprivation of liberty for a term of between 6 months and 8 years.
- Article 199 § 1. Whoever, abusing a relationship of dependence or by taking advantage of a critical situation, subjects such a person to sexual intercourse or makes him/her submit to another sexual act or to perform such an act shall be subject to the penalty of deprivation of liberty for up to 3 years. § 2. If the act

specified in §1 was committed against a minor, the perpetrator shall be subject to the penalty of deprivation of liberty for a term of between 3 months and 5 years. § 3. The punishment specified in § 2 shall be imposed on anyone, who subjects a minor to sexual intercourse or makes him/her submit to another sexual act or to perform such an act by abusing a trust or by giving a material or personal benefit or promise to provide it.

Article 18 §6 of Labor Code: Discrimination based on gender is any undesired behavior of a sexual nature or referring to the employee's gender whose aim or effect is violation of the employee's dignity, especially creating a threatening, hostile, humiliating, degrading atmosphere; such behavior can be comprised of physical, verbal and non-verbal elements (sexual harassment; § 6).

Our mobility programmes are also open for people with fewer opportunities: Social obstacles: young people facing discrimination (because of gender, ethnicity, religion, sexual orientation, disability, etc.), Economic obstacles: young people with a low standard of living (low income) cultural differences: young immigrants or refugees or descendants from immigrant or refugee families, young people belonging to a national or ethnic minority, young people with linguistic adaptation and cultural inclusion problems, Health problems: young people with chronic health problems, severe illnesses etc. geographical obstacles: young people from remote, rural or hilly areas, young people from less serviced areas (limited public transport, poor facilities). These people are welcome at our school, if necessary, they can use the help of a psychologist, they are served by our high qualified workers (administration and teaching staff). One of our aims in 2021-2027 is to involve regular trainings for all academic society and incoming persons regarding above mentioned issues. The aim of these trainings will be preventing any types of discrimination as well as introduction of cultural differences from European perspective.

We are in the process of digitalization on the international level. All of inter-institutional agreements and learning agreements are already managed to be signed and sent online however we are working on the internal academic system that will allow to send and receive student nominations and acceptances (we want to achieve it until 2022) and to exchange transcripts of records related to student mobility (by 2023). It is also crucial for us to promote student participation in educational and cultural activities (f.e. under KA2) actions. According to European Student Card Initiative we are going to promote the use of the Erasmus+ mobile app to ensure that Erasmus+ students can benefit from increased efficiency in administrative processes (till 2025). In next years we are also going to provide Erasmus Plus application for students as it is indicated at European Student Card Initiative website. We planned a cycle of trainings both for staff and students in this area in years 2021-2027.

## **RECOGNITION**

All of inter-institutional agreements will be signed digital with no need of printing which will help to minimize the use of paper and protect trees. In next 4 years we are going to proceed digitalization process with all of Erasmus documents, firstly Learning agreements and student's documentation (except the agreement between student and institution according to Erasmus policy). The promotion will also be realized in online mode: our aim is to share information about our actions mainly in Internet via websites, network and social media.

When we organize theater projects we try to promote environment protection and make people also aware of planet threats f.e. during our festivals we use only paper cups, reuse the materials (last year we made festival's bags from used theater banners). All of scenographic materials, props and costumes are re-used many times. In next years we also plan to include ecology into our Staff trainings. We also support students actions in this subjects: ecology and planet issues is more and more often the subject of their performances and artistic work

We always support academic community in the participation in civic engagement actions by giving them opportunities of different hours of classes, promoting some of actions by locating our academy in the heart of dynamic dialogue of the vision of future.

We organize activities that encourage students to enter deeper into the local community to increase social competence, communication with various environments, and learning about the needs of residents (future potential beneficiaries of artistic work).

We also provide Art therapy classes at the Academy. The aim of the course is to provide students basic theoretical and practical knowledge in the field of art therapy for people at risk of social exclusion.

All of these matters are important part of our university life and affect students and staff: both outgoing and ingoing. Social aspects of theater work are also one of the questions we asked during our intern recruitment.

A lot of place in our educational system is dedicated to artistic responsibility - encouraging individual artists to see themselves as part of a wider community and feel responsible for contributing to and improving that community for the benefit of all.

All of subjects agreed in Learning Agreement are credited and recognized due to Erasmus rules. Information about mobility is also underlined in diploma supplement. Due to Lisbon Recognition Convention Erasmus study mobility is fully and automatically recognized according to the subjects chosen in the Learning Agreement on the basis of the ECTS. The recognition is discussed with Dean of each field of study before mobility and approved after it. In case student realized extra subjects (beyond study programme) the excess points are entered in the diploma supplement. In case of failing the subjects specified in Learning Agreement at the partner university (SMS mobility), the student is obliged to take commission exams, provided by the host universities according to its regulations. In case of failure to obtain credit for subjects student is obliged to follow studies rules of the Academy.

All of students have access to the ECTS catalogue on the AT website. If the study program provides internship, the student for the SMP under the Erasmus + program receives ECTS points according to the number of hours completed under these internships. The decision on the number of points is made by the Dean before the student goes on an internship. SMP is recognized on the base of opinion about the practices and information agreed in Learning Agreement (by 3 sides: student, dean, and hosting organization). In case when internship is part of study program, ECTS points are awarded. In case student realizes to take practices that are not predicted at study programme this information is included into diploma supplement. The full information about internship is published at our Erasmus Rules published on Academy's website. After SMP mobility student is obliged to present his/her practices report and send us photo documentation from the mobility.

#### **STAFF MOBILITIES**

We support our staff in their mobilities by sharing knowledge about the possibilities of actions (STA, STT), inviting to the partnership new schools from different parts of the world, inviting teachers and staff to visit our university as well as integrating staff achievements in the frames of mobilities into grading system. We promote Erasmus staff offer on regular meetings with Rector and Dean, sending information about the recruitment process and partner schools on our websites, publish staff relations from Erasmus visits at our social media and websites and what is most important use the knowledge gained during staff mobilities to improve our offer and create new partnerships. Staff is included into KA2 partnership projects what give an opportunity of working on the strategic academic planning and involving themselves into long-term Erasmus program and get known it even better. Employees are subject to annual evaluation. Teachers are subject to periodic evaluation (on average every 4 years with exceptions). The mobility of employees and their involvement in international partnerships have an impact on the assessment. Hours worked during STA mobility are included in teacher's pensum.

After mobility Staff is asked to send the relation from the mobility. It is later published on our website and presented on staff meetings dedicated to improving quality. The mobility's experience is also helpful at improving of education program- teachers sometimes share the experience with students during classes.

We promote activities supported by the Programme both on our websites and in social media (facebook, Instagram). We organize meetings, exchanges and a lot of activities that promote the programme. We organize networking meetings for people interested in the program, sightseeing possibilities, shows, debates and displays. All outgoing and incoming students and staff receive necessary information on the programme. Information about Erasmus is published on notice boards in Warsaw and Białystok, but mainly we focus on online promotion: sending regular e-mails to students and staff of each faculty, publish information about program at the "news" section on our websites.

We also organize meetings with the students about the Erasmus program on which we invite Erasmus alumni who share their experience from the mobilities.

Erasmus partnerships (KA2 projects) are promoted by professional communication officers. They have separated websites; full press information is sent to media in our country and abroad and each project has different professional promotional strategy. We cooperate with international networks like f.e. The Platform of European Theater Academies (PLETA) and E: UTSA - Europe: Union of Theater Schools and Academies where we also promote all of our international activities.

Incoming students have a possibility of showing their works in our academic theaters and also during international festivals organized by the academy: ITSELF and LALKANIELALKA where we show students work in the frames of OFF programmes.

#### **COMMUNICATION AND PROGRAMME'S VISIBILITY**

The principles of this Charter will be well communicated and applied by staff at all levels at the Academy. We will continue to communicate Erasmus news to the whole community of our school. Full information is available on our websites, social media and separated project pages. During regular meetings we will inform all staff about mobility's opportunities. We also send e-mails to all workers and students and remind them about the recruitment and the programme in all possible ways.

All employees take part in regular trainings both in Poland and abroad, participate in Erasmus Plus webinars and meetings at the national agency

We also focus on the evaluation and plan to include electronic surveys into our Erasmus rules to get known even better what shall be improved. Our plan is to improve ECTS catalogue on our website