

Policy of AMU School of Languages and Literatures Towards Scholars at Risk

I. Preliminary Assumptions (Preamble)

The aim of the Strategy of the School of Languages and Literatures (SLL) towards Scholars at Risk (SAR), which AMU joined in 2023, is to develop a coherent policy in line with the values, needs and challenges associated with the activities of SAR, an international and prestigious network of more than 500 universities in 35 countries around the world. It focuses on the protection of persecuted students and scholars and the promotion of academic liberties. This primarily involves providing support to persecuted members of the academic community, particularly in relation to their views or public activities, and raising awareness to these persons' needs. For the purposes of this document, the term Scholars covers both researchers as well as students and doctoral candidates. The activities of the SAR are in line with the policies of AMU SLL, which embraces universal humanistic and academic values of freedom of expression and freedom of research with respect for ethical principles and ideas of civil society. Furthermore, SLL supports academic activity and the right to education and the enjoyment of the achievements of science. The University enables the academic community to benefit from its teaching offer, promotes participation in research and free and open debate as well as facilitates access to a variety of scholarly publications (AMU Strategy for the years 2020-2030). Furthermore, the University seeks to enhance the empowerment of students and doctoral candidates in the study process by providing them with optimal conditions for education and learning, customising teaching paths and supporting academic mobility, self-governance, and student culture.

AMU SLL promotes attitudes of integrity, responsibility, and social sensitivity, as well as respect for humanity and its regional, national, European, and world intellectual, literary and linguistic heritage. Of equal importance is the openness to dialogue and cultural diversity, which enables the elimination of barriers and the relief of social tensions. SLL moreover stresses the importance of respecting differences and the cultural, ethnic, and religious diversity of the members of the academic community. The ever-growing number of foreign students at AMU can attest to this openness.

Furthermore, the academic values promoted by AMU SLL are in line with the Universal Declaration of Human Rights, the EU Charter of Fundamental Rights, and the European Charter for Researchers, which protects, among other things, freedom of thought, compliance with recognised ethical practices, prohibition of discrimination, and ensuring the safety and stability of researchers. Of great importance in this context is also AMU Rector's Ordinance of 6 June 2022 on equality and anti-discrimination policy, contingent on Polish regulations safeguarding human rights, offering protection against discrimination and violence. Furthermore, the policy of the AMU School of Languages and Literatures towards Scholars at Risk is to ensure equal treatment of all persons working and studying at AMU.

At the same time, AMU SLL recognizes new challenges related to socio-political events that affect the safety, stability, and freedom of academic research in the world. An example is the AMU's activities related to supporting academics and student communities following the outbreak of the war in Ukraine in 2022, which forced millions of Ukrainian citizens to flee their war-torn home country in search of safe haven in other countries, including largely in Poland. These activities included, among others, the provision of humanitarian aid for Ukraine, study visits for Ukrainian academics, scholarship for Ukrainian students, and joint cultural and artistic ventures.

SLL notes with concern human rights violations and restrictions on academic freedom in other regions of the world, where many researchers experience persecution and are forced to seek safe haven outside their homeland. In 2023, The AMU Faculty of Law and Administration, in cooperation with non-governmental organizations, provided financial support to and facilitated research of researchers and legal professionals who had arrived to Poznań.

In the face of new challenges for the academic environment, AMU seeks to develop best practices for the adaptation and integration processes of the migration and refugee environment at the University, as well as to provide the necessary legal, psychological, and medical care. Equally important are the linguistic and administrative assistance, the promotion of humanitarian action, development of scholarships and other opportunities for refugees to continue their studies and conduct research.

Furthermore, AMU's SAR policy aims to implement and develop the following mechanisms to meet the needs of the entire academic community and to strive for excellence in research, to care for premium quality of education and cooperation with the socio-economic environment.

II. Support for researchers

In order to ensure optimal conditions for the development of research, SLL supports various forms of work, primarily remote, depending on the needs, capabilities, and scientific interests of persons employed in SLL or its constituent units.

Forms of support for researchers include:

1. Joint research

Joint research will allow researchers to achieve better results in their work, as well as to acquire new knowledge and skills. Financing such research can be ensured in the form of grants awarded by state or local institutions, as well as by private organisations.

2. Supervision of research projects

Supervision of research projects of young researchers is an effective form of support. This includes advice by experienced SLL scholars, assistance in planning research or reviewing scholarly publications.

3. Scientific scholarships

Scholarships are awarded to outstanding young researchers on the threshold of their scholarly career. The scholarships are to enable young researchers to enrol in doctoral studies or conduct research as part of their Ph.D. projects. The procedures for applying for scholarships are available on the websites of SLL and AMU.

4. Access to research infrastructure

Research infrastructure, such as library holdings available in faculty libraries and collections located at the University Library, is essential for conducting research. Remote access to research infrastructure can be provided by individual SLL units, in line with AMU rules for staff members.

5. Access to research information

Access to information is essential for conducting research. Such access can be provided by libraries or scientific databases.

6. Participation in conferences

Conferences will allow researchers to present the results of their research and exchange experiences with other researchers. Information about the planned conferences is published on an ongoing basis on the websites of SLL constituent units. Each time, it is the organisers that make decisions on who will participate in their conferences.

7. Scholarly publications

Help in the preparation and publication of research results in scientific journals. Access to platforms that support open access to publications. Publication of scientific papers can be facilitated by support from research institutions or foundations.

8. Promotion of research

The promotion of research aims to increase the public's awareness of scientific achievements, including those reached in collaboration with researchers who find work difficult due to the political situation. Some of the methods include:

- Awareness-raising campaigns in the University media, such as: AMU Film Studio, Radio Meteor, *Życie Uniwersyteckie* periodical, *UAMek*;
- dissemination of informational materials such as brochures, articles, and videos;
- cooperation with non-university media to promote research achievements among the international scientific community.

III. Employment support for researchers

1. Active support is offered to researchers who wish to establish collaboration with research units operating within SLL. This includes applying for research grants, offered by, among others [NAWA Erasmus + and ID-UB](#).
2. In particular, SLL staff are encouraged to set up research teams and submit research projects related to the internationalisation of science.
3. It is also possible to apply for the status of a visiting professor who conducts seminars, lectures, and workshops.

IV. Opportunities for students with migration and refugee experience to continue their studies

1. The possibility to apply for the continuation of studies in the degree programs offered by SLL is available to persons who are unable to study in their home country due to risks.
2. Upon request of the students applying for a continuation of their studies in the degree programs aligned with the courses carried out before, SLL will make efforts to launch an educational offer within the available exchange programs for the students (e.g. by applying for grants from the programs [Erasmus+](#), [NAWA](#), etc.).
3. Persons with migration and refugee experience studying at SLL will be able to apply for additional courses in Polish language and culture, and the manner and rules of implementation of these courses will be agreed upon at the relevant department with the Vice-Dean for Students.

V. Legal, Economic and Psychological Assistance

1. On its websites, SLL publishes the possibilities of obtaining legal and psychological assistance offered to persons studying and working at Adam Mickiewicz University, Poznań.
2. In situations that require the creation of additional forms of support, SLL and its faculties, in consultation with the AMU Development and Psychological Support Centre, will take measures to develop solutions that respond to the needs of its staff and students.
3. Information on the available forms of psychological, legal (Welcome Centre) and economic assistance offered by the SLL faculties will be made available both on the website of the School and on the websites of its individual faculties.
4. Within the faculties, the support for international students will be provided by the Vice-Dean of Students or persons designated for this task.

5. Basic information on the rules and possibilities for conducting the homologation procedure and the procedure for confirming the completion of studies at a certain level, as well as the rules for dealing with the forms/templates of applications for conducting these procedures will be available at SLL's website.

VI. Social support for researchers' families

Forms of social support for families of researchers include:

- Grants for the families of researchers according to the Regulations of the Social Benefits Fund of Adam Mickiewicz University, Poznań. Grants can help cover the costs of childcare (in nurseries and children's clubs, offered by day carers or nannies, kindergartens, and other forms of pre-school education) and other expenses (subsidies for Christmas and winter holidays, subsidies for summer holidays, subsidies for sports cards).
- Access to the AMU Kindergarten in Morasko Campus in Poznań. The public kindergarten for children aged between 2.5 and 6 is based on an original concept created in cooperation with the Astrid Lindgren Small Child Institute. It offers an innovative educational program in the areas of physical, emotional, cognitive, and social development. The modern infrastructure provides safe and friendly conditions for children to learn and play, access to laboratories and research studios as part of educational activities. The kindergarten is open to parents and collaborates with them to provide the best possible conditions for their children's development.
- Psychological and therapeutic aid offered by the Development and Psychological Support Centre. This help is available to people with difficulties in coping in various areas of activity, including those in adapting to a new environment, finding one's bearings in a new country, experiencing emotions, dealing with anxieties and fears, challenges related to parenting, stress, fatigue, problems with mental health and maintaining a work-life balance.
- Working with the Foreign Office and Help Centres for Migrants (Caritas Migrant and Refugees Help Centre of the Archdiocese of Poznań and Migrant Info Point) to provide assistance in legalising their stay and access to basic social benefits (integration support, language courses and other services).
- Monitoring and recommending the use of local initiatives. Local communities and volunteer groups offer a range of assistance activities in and around Poznań, e.g. Polish language lessons, emotional support, or practical help in daily life.
- Monitoring and recommendation of the use of integration programs. The integration process is carried out through educational, cultural, and professional programs to better understand and adapt to the new environment.

- Cooperation with local NGOs, government institutions and aid agencies. Support programs can help researchers and their partners cope with the challenges of running a household together, such as frequent mobility, irregular working hours and lack of time with family. The list of current forms of social support offered by non-university entities is included in Annex 2.

VII. SLL activities related to adaptation processes aimed at researchers and students

1. The SLL website will provide basic information about the University's offer, including activities and solutions available to researchers and students with migration and refugee experience who have started working or studying at Adam Mickiewicz University, Poznań.
2. The SLL website will include an offer of adaptive activities, prepared and updated every year, addressed to people with migration and refugee experience, working or studying at the University.
3. The list of available solutions to facilitate the adaptation process for students with migration and refugee experience and researchers is included in Annex 1. It will also be updated and made available on SLL website in the relevant bookmarks.
4. The SLL faculties will endeavour to update the available offer to facilitate the adaptation of students and researchers to the rules of study at AMU, which will include the development of the offer in English and, if possible, in other languages that are foreign nationals' mother tongues.
5. In situations requiring the preparation of an additional offer corresponding to the needs of persons with migration and refugee experience who have recently arrived, SLL will try to develop and carry out a series of adaptation classes in Polish language and culture, the specifics of the study process at Adam Mickiewicz University, Poznań and basic information on formal legal requirements related to the functioning of foreign nationals in Poland.
6. A detailed offer of activities and courses will be updated and made available every year on the website of the School of Languages and Literatures, as well as on the websites of the faculties that are part of the School.
7. SLL offers training and teaching aids for researchers and teaching staff on effective ways to educate students with migration and refugee experience (e.g. training prepared as part of the program councils, online courses for staff and students, e.g. University Without Barriers, etc.).

VIII. Research conducted within SLL

1. Research conducted by SLL staff covers, e.g. global migration issues. Academics who address these issues in their research papers and projects focus on analysing the causes and effects of migration, identifying social groups that are most affected by migration, and assessing the impact of migration on economic and social development for both host countries and for people with migration and refugee experiences themselves. This research is aimed not only at gathering facts, but also at building awareness and capacities for reflecting on this socially significant question.
2. SLL organises conferences and research meetings on issues related to the situation of persons with migration and refugee experience, including students and researchers.
3. Research in cooperation with international centres is in line with the activities of Scholars at Risk.

IX. Activities of the School of Languages and Literatures for persons with migrant and refugee experience in cooperation with the social and economic environment

1. The AMU School of Languages and Literatures will cooperate with Poznań Municipality, as well as with educational institutions, in order to develop solutions to support researchers and students with migration and refugee experience, who will continue or start their education in the courses offered at the AMU.
2. The faculties that are part of SLL will, as far as possible, cooperate with the entities operating in Poznań that offer language and educational support to people with migration and refugee experience as well as teachers working with international students (e.g. with Centres for Integration of Foreigners, Migrant Info Point, Department of Education, Teacher Development Centre, etc.).
3. SLL staff will propose solutions to the educational challenges arising from migration processes and the teaching of people with experience of migration and refugees at selected stages of education, also within the framework of project research.
4. SLL will continue the dissemination activities related to holding conferences and meetings of an educational nature for schools and other educational institutions, the aim of which will be to exchange experiences and develop solutions related to the education of students with migration and refugee experience in the Polish education system, as well as the development of teaching materials (e.g. developed in the project MAMLISE, CeBaM - Centre for Migration Research, Bilingualism Matters@Poznań, etc.).
5. SLL will endeavour to prepare an annual offer of lectures or conferences aimed at building public awareness of the threats to academic freedom in the world.

Appendix 1

SLL's current offer of adaptation activities addressed to foreign nationals taking up studies and research at the faculties within the School

1. Language and cultural support:

- courses of Polish as a foreign language at different levels (offer diversified in terms of learning intensity/number of language hours per week); AMU [Studium Języka i Kultury Polskiej dla Cudzoziemców](#),
- language courses available online on the NAVOICA platform prepared by SLL staff (e.g. Polish with [elements of entrepreneurship \(B1 level\)](#); [Polish for Ukrainian citizens \(B1 level\)](#); [Commerce and services. Course in special Polish for foreigners](#); [Transport and Logistics course in special Polish for foreigners](#),
- cultural assistants and [TELL program](#),
- Study in Poznań game prepared by the AMU Polish Language and Culture Study for Foreigners staff in a project funded by the National Academic Exchange Agency within the framework of the "Promotion of the Polish Language" program,
- Offer of AMU-PIE classes available on the AMU website, taking into account the linguistic and cultural needs of students and researchers from countries where academic liberties are at risk.

2. Psychological and social support; scholarships

Information on the possibilities and conditions of obtaining support is published on the websites of SLL faculties.

List of websites with up-to-date information:

1. Faculty of English, TELL program, <https://tell.amu.edu.pl/>
2. Faculty of Ethnolinguistics, <https://we.amu.edu.pl/wsparcie-psychologiczne-pracownikow-doktorantow-i-studentow-uam/>
3. Faculty of Polish and Classical Philology, <https://wfpik.amu.edu.pl/studia/wsparcie-studentow>

Appendix 2

Information on available forms of social support offered by entities other than the University

Social assistance for researchers and students may be obtained from a variety of entities, including:

- The Municipal Family Assistance Centre in Poznań, which offers the following programs and services for foreign children in need, e.g.;

- Grant program for nurseries and kindergartens;
- The Family 500+ program;
- The Good Start program;
- "Help with nutrition for children and young people";
- "Help with clothing and footwear for children and young people";
- "Child care assistance" program;

- Non-governmental organizations:

- "Our Choice" Humanitarian Aid Foundation (assistance to foreign children in the field of education, social integration and psychological support);
- "Fit and Healthy" Foundation (assistance to foreign children with disabilities).

The information in Appendix 2 will be updated annually.