



## **THE CODE OF ETHICS OF ACADEMIC TEACHERS OF THE UNIVERSITY OF GDAŃSK**

*Consolidated text of 27 July 2020*

### **Chapter I. General provisions**

#### **§ 1.**

The Code of Ethics of Academic Teachers of the University of Gdańsk, hereinafter referred to as the Code, sets out the ethical values and resulting rules of conduct of academic teachers as employees of the University of Gdańsk, scientific researchers, teachers and educators of students and doctoral students as well as participants in public life. Moreover, the Code outlines the procedure for the appointment and dismissal of the Disciplinary Ombuds Officer for the Ethical Conduct of Academic Teachers and specifies his or her scope of authority.

#### **§ 2.**

Wherever mention is made in the Code of an academic teacher, it should be understood as a person referred to in Articles 112 and 113 of the Act of 20 July 2018 – Law on Higher Education and Science (Journal of Laws 2020, item 85 with amendments), employed at the University of Gdańsk.

#### **§ 3.**

The provisions of the Code shall also apply to persons carrying out the duties of academic teachers at the University of Gdańsk on the basis of a contract of commission or a contract of specific work.

#### **§ 4.**

Observing ethical values and rules of ethical conduct shall be the obligation of the academic teachers of the University of Gdańsk and a breach of this obligation may constitute a violation of the dignity of the teaching profession and be subject to disciplinary liability under Article 275 of the Act referred to in § 2.

§ 5.

Failure to observe the provisions of the Code by a person carrying out the duties of an academic teacher on the basis of a contract of commission or a contract of specific work may result in a dissolution or termination of the contract.

**Chapter II. The profile of an academic teacher**

§ 6.

The attitude of an academic teacher shall be characterised by respect for applicable law and generally recognised values and ethical principles.

§ 7.

An academic teacher's research and didactic activity as well as his or her participation in public life shall be aimed at discovering, defending and disseminating the truth as the main cognitive value.

§ 8.

An academic teacher shall maintain the dignity of the teaching profession in his or her professional and private life as well as public activity, combining personal dignity with respect for the dignity of others.

§ 9.

In all aspects of his or her professional activity an academic teacher shall maintain integrity with regard to scientific facts, methods and theories as well as to his or her colleagues and the scientific community.

§ 10.

In his or her research and didactic activity an academic teacher shall be self-reliant and independent of non-scientific ideological, political or economic conditions.

§ 11.

An academic teacher shall not violate anyone else's copyright and related rights referred to in the Act of 4 February 1994 on Copyright and Related Rights (Journal of Laws 2019, item 1231 with amendments) and in particular shall not appropriate authorship or co-authorship of someone else's work, provide misleading information as to the authorship or co-authorship of someone else's work or disseminate someone else's work without providing the surname or pseudonym of its author.

§ 12.

An academic teacher shall demonstrate integrity in scientific research, the popularisation of science, didactics and interpersonal relationships.

§ 13.

An academic teacher shall be distinguished by the virtue of tolerance understood in particular as the opposite of discrimination against people of different nationalities, faiths, races, gender or age and as respect for different points of view, research approaches, worldviews or cultural traditions.

§ 14.

An academic teacher shall demonstrate positive criticism towards the work and concepts of other authors, combined with a critical attitude towards himself or herself and his or her own academic achievement.

§ 15.

An academic teacher shall be distinguished by fairness expressed in the assessment of the value of academic achievement and of the attitudes and views of others.

§ 16.

An academic teacher shall be distinguished by a sense of moral and legal responsibility for his or her own views, interpretations and results of conducted research as well as for his or her conduct as an employee of the University of Gdańsk, researcher, teacher and a public figure.

§ 17.

An academic teacher should, in a manner consistent with the law and academic tradition, oppose unreliability, dishonesty, intolerance, injustice and other forms of unethical behaviour of University of Gdańsk employees, students or doctoral students.

### **Chapter III. An academic teacher as an employee**

§ 18.

An academic teacher shall uphold the good image of the University of Gdańsk and implement its mission.

§ 19.

An academic teacher shall promote and strengthen ethical values and bonds of solidarity across the entire academic community of the University of Gdańsk.

§ 20.

An academic teacher shall demonstrate loyalty to the University of Gdańsk, manifested by observing work discipline, supporting democratically elected superiors and offering assistance in building the prestige of the university.

§ 21.

An academic teacher shall actively and creatively perform University of Gdańsk tasks and participate in the university's organisational work, considering this activity an employee obligation.

§ 22.

An academic teacher holding a managerial position at the University of Gdańsk should serve as a model of exemplary behaviour to other academic teachers, students and doctoral students.

§ 23.

An academic teacher serving as a member of a University of Gdańsk elective body should consider the best interest of the university as a whole and the best interest of its organisational units, while respecting the interests of the voters who designated him or her to this position.

§ 24.

An academic teacher shall develop his or her professional knowledge necessary for continuously enhancing his or her scientific and didactic work.

§ 25.

An academic teacher shall be kind, tactful and polite towards other members of the academic community, demonstrate impeccable manners, maintain good interpersonal work relationships and prevent conflict in his or her environment.

§ 26.

An academic teacher shall strive to carry out his or her professional duties in a reliable and conscientious manner, particularly by observing the established scope, quota and times of classes as well as the times scheduled for student consultations.

§ 27.

For carrying out his or her didactic duties an academic teacher shall not accept any material or personal benefits from students, doctoral students or other persons.

§ 28.

An academic teacher shall take care of the property and public resources at his or her disposal as an employee of the University of Gdańsk and shall not use University of Gdańsk resources or materials for private purposes.

§ 29.

An academic teacher shall not undertake any activities which could undermine the prestige of the University of Gdańsk, nor shall he or she become involved in undertakings which may weaken the competitiveness of the University of Gdańsk in the field of science or didactics.

§ 30.

An academic teacher employed at another university shall not promote it at the University of Gdańsk.

§ 31.

When taking up employment outside the University of Gdańsk, an academic teacher should refrain from engaging in activities which may be inimical to the welfare of the University of Gdańsk and its organisational units.

**Chapter IV. An academic teacher as a scientific researcher**

§ 32.

An academic teacher shall adhere to high standards of scientific research and to the principles of good scientific practice.

§ 33.

In scientific research an academic teacher shall observe the principles of scientific integrity and shall not allow plagiarism, falsification of research results or dishonesty in the dissemination of results, in application for research funds or in conducting and reviewing scientific research.

§ 34.

An academic teacher shall inspire and develop the creativity of his or her colleagues and students, support their scientific achievements and assist them with his or her knowledge and scientific supervision.

§ 35.

An academic teacher shall adhere to the principles of establishing co-authorship of publications.

§ 36.

An academic teacher shall avoid a conflict of interest when assessing individuals or institutions or when assessing projects, applications or work intended for publication, also with regard to his or her own scientific work. Should circumstances indicating a conflict of interest arise, an academic teacher should refer the matter to his or her superiors for resolution or refrain from conflict-inducing activities.

**Chapter V. An academic teacher as a teacher and educator of students and doctoral students**

§ 37.

An academic teacher shall combine his or her research work with didactics, strive for innovation in teaching methods, effective transfer of knowledge as well as for active and creative participation of students and doctoral students in classes while developing their independent thinking and, as far as possible, allowing their contribution to the syllabus.

§ 38.

In his or her didactic practice, an academic teacher shall present the current state of knowledge with regard to the subject taught, discussing the original contribution of specific scientists or research teams into research achievement and highlighting the needs, perspectives and investigations within his or her specialty. During his or her classes an academic teacher shall not undermine the authority of other academic teachers.

§ 39.

Without renouncing traditional academic freedoms, including the freedom of speech, an academic teacher shall strive to address socially sensitive, contentious or controversial issues regarding faith, worldview, ethnicity, sexual orientation or political views of others in accordance with the current state of scientific research, avoiding phrases which may be interpreted by students or other persons as demeaning or offensive.

§ 40.

An academic teacher shall treat students and doctoral students with kindness, dignity and tact, avoid inappropriate language and behaviour, shall not be influenced by negative emotions and shall be impartial and fair.

§ 41.

Prior to the commencement of the teaching cycle, an academic teacher shall provide students and doctoral students with information regarding the syllabus, rights and obligations connected with class participation, conditions and dates of credits and examinations as well as the assessment criteria.

§ 42.

By respecting personality differences of students and doctoral students, an academic teacher shall adopt fair and equal rules of assessment regardless of age, gender, ethnicity, worldview, political views, sexual orientation, material status or position in social or professional life.

§ 43.

An academic teacher shall assess students and doctoral students in a transparent manner, allowing them to become familiar with the justification for the assessment.

§ 44.

An academic teacher should not burden students and doctoral students with obligations which are not necessary for the didactic process and which do not result from the study regulations.

§ 45.

In the teaching process, an academic teacher shall combat acts of intellectual dishonesty of students and doctoral students, including their appropriation of the results of other people's work.

§ 46.

1. An academic teacher shall teach students and doctoral students how to respect the culture of scientific debate and how to deliver criticism in accordance with the principles of common decency and respect for the opponent.
2. In the course of education, an academic teacher shall avoid phrases and terms which constitute or may be considered as constituting hate speech. Furthermore, he or she shall firmly respond to any forms of such speech used by other academic teachers, students or other members of the University of Gdańsk community.

§ 47.

An academic teacher shall react in situations in which he or she witnesses inappropriate behaviour or language among students or doctoral students.

§ 48.

An academic teacher shall recognise the inalienable right of students and doctoral students to evaluate his or her didactic work and attitude as a teacher.

§ 49.

In the event of a conflict with students or doctoral students, an academic teacher shall refrain from acting as a judge in his or her own case, entrusting the settlement of any dispute to the university bodies appointed for this purpose.

§ 50.

When inviting students or doctoral students to participate in scientific research, an academic teacher shall make this participation visible in the documentation of research results and publications and respect the participation of students and doctoral students in any potential remuneration.

## **Chapter VI. An academic teacher as a participant in public life**

§ 51.

An academic teacher shall ensure that the results of his or her research serve society. An academic teacher shall disseminate reliable information regarding the achievements of the science which he or she represents.

§ 52.

When participating in the exchange of views in a public forum, in the media, including social media, an academic teacher shall be guided by the principles and provisions of the Code of Ethics of Academic Teachers of the University of Gdańsk.

§ 53.

With a view to enhancing the level of the general understanding of science, an academic teacher shall ensure that the scientific achievements presented to the public are understandable to non-expert audiences.

§ 54.

An academic teacher shall undertake to prepare an assessment, review or expert opinion only within his or her own specialty and shall base this assessment, review or expert opinion on scientific findings and a thorough investigation of relevant facts and circumstances, regardless of the influence of the commissioning party on the substantive content of the assessment, review or expert opinion.

§ 55.

An academic teacher shall not compromise the principle of scientific integrity in order to achieve his or her own goals or benefits in public life.

§ 56.

An academic teacher who performs public functions in a state or local government position or in other Polish or international organisations or institutions shall not violate the dignity of the teaching profession or betray the values and principles of the ethical conduct of an academic teacher.

## **Chapter VII. The Disciplinary Ombuds Officer for the Ethical Conduct of Academic Teachers**

§ 57.

The Disciplinary Ombuds Officer for the Ethical Conduct of University of Gdańsk Academic Teachers, hereinafter referred to as the Ombuds Officer, shall be appointed by the Rector of the University of Gdańsk from amongst persons with the title of professor, employed in the position of professor.

§ 58.

The Ombuds Officer's term in office shall last four years and commence at the beginning of the term in office of the University of Gdańsk bodies, subject to § 59.

§ 59.

The term in office of the Ombuds Officer appointed at the University of Gdańsk for the first time shall commence on 1 October 2007 and end on 31 August of the year in which the term in office of the University of Gdańsk bodies expires.

§ 60.

The activity of the Ombuds Officer shall expire should he or she resign from his or her position. A new Ombuds Officer shall be appointed by the Rector for the remaining term in office of the University of Gdańsk bodies in accordance with the provisions of § 58.

§ 61.

The responsibilities of the Ombuds Officer shall include:

- 1) initiating investigation proceedings regarding a violation of the rules of ethical conduct by an academic teacher;
- 2) initiating proceedings aimed at an amicable resolution of conflict resulting from a violation of the rules of ethical conduct by an academic teacher;



3) carrying out other activities regarding the ethical conduct of academic teachers and entrusted to the Ombuds Officer by the Rector of the University of Gdańsk.

§ 62.

The Ombuds Officer shall exercise his or her authority in accordance with the provisions of the Act referred to in § 2 of the Code, initiating investigation proceedings ex officio, as a result of having been entrusted with the matter by the Rector of the University of Gdańsk or on the basis of a request submitted directly to the Ombuds Officer by an academic teacher or another interested party and notifying the Rector of this request.

§ 63.

Should the Ombuds Officer consider that an academic teacher may be subject to disciplinary liability for violating the rules of ethical conduct, he or she shall immediately notify the Rector of the University of Gdańsk of this fact.

§ 64.

The Ombuds Officer shall notify the Rector of the University of Gdańsk of the undertaken actions and their outcomes or of an academic teacher's failure to participate in investigation proceedings, in which case an appropriate decision regarding the academic teacher shall be taken by the Rector of the University of Gdańsk.

§ 65.

An academic teacher who is subject to investigation proceedings by the Ombuds Officer as well as persons who have submitted a request to the Ombuds Officer regarding an academic teacher violating the rules of ethical conduct shall have the right to lodge a complaint against the proceedings undertaken by the Ombuds Officer in accordance with § 167 of the Statute of the University of Gdańsk.

§ 66.

At the last session of the Senate in a given academic year, the Ombuds Officer shall present the Senate with information regarding compliance with the provisions of the Code by the academic teachers of the University of Gdańsk.

§ 67.

The Ombuds Officer shall be assisted by the University of Gdańsk's Organisation and Legislation Office.

§ 68.

After his or her term in office expires, the Ombuds Officer shall forward documentation regarding all investigated matters to the University of Gdańsk's Organisation and Legislation Office.

## **Chapter VIII. Final provisions**

### § 69.

In situations not specified by the provisions of the Code, an academic teacher should act in accordance with the provisions of the Act referred to in § 2, the Statute of the University of Gdańsk, resolutions and decrees issued by university bodies, instructions from his or her superiors as well as generally recognised traditions and good academic practice.

### § 70.

The Rector of the University of Gdańsk shall publish the text of the Code together with the resolution of the Senate on the adoption of the Code and make the publication available to the academic teachers of the University of Gdańsk.

Chair of the Senate  
Rector of the University of Gdańsk