

Code of Ethics of the University of Hradec Králové

Preamble

The UHK belongs to institutions striving for true knowledge and respecting individual freedom. Gaining and transferring knowledge means an important role of the university in the society. Fulfilment of this role is a key ethical obligation for the UHK. Building on this both historical and present role of universities, we, the employees and students who form the UHK, accept the responsibility related to the role and express our intent to support the principles of democracy and humanism.

We believe, in Aristotle's spirit, that the quality of individuals' lives depends on the quality of relations in the community and on good ethical environment. And, in Komensky's spirit, we consider the university environment as a place that should be a focus of light which lights the fire of education and humanity. By the Code of Ethics, we, therefore, commit to freedom, responsibility, moral integrity, openness, diversity, and cooperation. Our norms and standards should support these values and be in accord with the knowledge gained. We want to cultivate our conduct in all relations, from individuals to the nature. It should comply not only with the law and university regulations but also high ethical standards, and should express trueness, independence, respect, honesty, fairness, and consideration. We consider the Code of Ethics as a moral obligation helping to achieve these ideals.

Article 1

Introductory Provisions

1. This Code of Ethics defines the ethical principles of the University of Hradec Králové (UHK).
2. The Code of Ethics is neither an internal regulation, nor a measure of management. It represents a moral obligation for the UHK students' and employees' conduct.
3. The Code of Ethics applies to all UHK students and employees. For the purposes of this Code of Ethics, participants in the UHK lifelong learning programmes and Advanced Master's (Rigorosum) procedure at the UHK are also considered students.
4. Other individuals who take actions at the UHK or enter into institutionalised relationships with the UHK are also expected to comply with the UHK ethical principles.

5. The UHK graduates act in accordance with the UHK graduation promise and are expected, as well as individuals who have obtained their scientific and academic titles at the UHK, to act in accordance with the ethical obligations resulting from the Code of Ethics.

Article 2

General Principles of Ethical Conduct

1. Students and employees act in accordance with ethical principles expressed in this Code of Ethics and prevent any conduct that breaches the rights and freedoms of a man, laws, other legal regulations, internal regulations, and other UHK norms.
2. Students and employees respect the academic freedom and academic rights guaranteed by the law and use them in accordance with the principles of this Code of Ethics and for the UHK benefit.
3. Students and employees respect the values claimed by the UHK, contribute to the UHK vision and mission achievement and act in a way supporting the UHK reputation.
4. Students and employees act in a collegial way, with mutual esteem and respect. They do not engage in any duress or conduct that could harm the others. Any criticism must be substantive and justified and must be communicated in a correct way. Disputes must be solved constructively, openly, and with understanding.
5. Students and employees uphold the equal opportunities principles and refuse all forms of intolerance and discrimination (e.g., based on gender, ethnic ethnicity, language, religion, worldview, age, sexual orientation, and/or health condition). They contribute to supporting minorities and disadvantaged groups and to preventing the origination and removal of exclusion- and inequality-causing barriers.
6. Students and employees do not commit any conduct that could be considered as sexual and gender-based harassment.
7. Students and employees study or work with appropriate efforts and take care to deepen and develop their knowledge, skills and abilities continuously.
8. Students and employees exercise their duties conscientiously, responsibly and without any undue delay. If they are members of any decision-making bodies and/or hold any decision-making offices, they exercise their duties objectively and transparently.
9. In their conduct, students and employees take account of the social responsibility and sustainable development principles that belong to the UHK obligations, and contribute to their fulfilment.
10. Students and employees adhere to the academia apoliticism and do not use it to promote interests of political parties and movements there.
11. Students and employee use the UHK properly and care for it. They do not misuse it for private interests, for their own benefit or for the benefit of third parties.

12. Students and employees avoid potential conflicts of interest. If they encounter a conflict of interests- bearing situation, they communicate it adequately and participate in solution of such situation.
13. Students and employees do not accept any gifts or advantages that could influence their activities or decision-making. Any sponsorship receipt must be transparent and in accordance with good manners.
14. Students and employees do not defend or cover unethical conduct. If they meet it, they make effort to remedy it and to prevent it in the future.

Article 3

Principles of Ethical Conduct in Education Activities

1. Teachers pay continuous attention to the quality of their instruction and to its accord with the current state of knowledge in the given field.
2. Teachers teach responsibly and for the benefit of students. Teachers strive to motivate them, to arouse the interest in knowledge, and to support them in developing independent and critical thinking.
3. Teachers abide by all organizational essentials of the instruction; they behave professionally when in contact with students and strive to lead them by example.
4. Teachers do not misuse their position, do not delegate their duties to students and do not appropriate results of their students' work. They can use their students' work in their own activity with the students' consent.
5. Teachers communicate with students openly and timely and behave to them fairly, without regard to their personal likes and dislikes, and make deliberate effort to be impartial.
6. When evaluating study results, teachers proceed objectively, justly and on the basis of predetermined requirements.
7. Students use their study for their both personal and professional development and participate actively in successful course of the instruction.
8. Students neither cheat in their studies nor contribute to the others' cheating by their conduct.
9. Students do not use the same piece of work repeatedly to fulfil different study duties; they do not pass another person's work as their own work, and do not commit any other form of plagiarism.

Article 4

Principles of Ethical Conduct in Creative Activity

1. Students and employees aim their creative activities to extension of knowledge and do not duplicate existing research knowingly and without a reason. They ensure that their creative activity is relevant for the society and their results were for the benefit of the society.
2. Students and employees respect the plurality of research approaches and are open to other scientific opinions.
3. Students and employees approach both to their work and to the work of others rationally and at a critical distance.
4. Students and employees are open to team cooperation. Team leaders act openly and correctly and refrain from autocratic team leading.
5. Students and employees act professionally. At their creative activity, they take care to use the current scientific knowledge and adequate processes and to be precise and open-minded. When publishing results of their creative activity, they take care the results are complete, objective, interpreted objectively, and verifiable. They do not conceal any potential error, take responsibility for it and try to remedy it.
6. Students and employees take care not to jeopardize anybody and anything (nature, values, property etc.) at their creative activity.
7. Students and employees also abide by the professional ethics of their area of interest.
8. Students and employees take care to use means for their creative activity efficiently and effectively; they care adequately for the studied materials and data, their protection and archiving in accordance with the standard procedures.
9. Students and employees respect the principles of intellectual property protection, take care to mention correct affiliations and dedications in results of their creative activity and do not provide results to third parties for personal gain.
10. Students and employees do not appropriate results of work of others and do not commit any form of plagiarism, including autoplagerism.
11. Students and employees take care to publish results of their creative activity ethically; they do not use doubtful publishing platforms and do not divide publications intentionally in order to increase their number.
12. Students and employees acquaint not only professional but also general public with the results of their creative activity.
13. When doing assessments, reviews or any other evaluations, employees take care to be impartial and independent; they protect intellectual property of assessed authors and neither provide the assessed materials to third persons nor use them for any other purpose than for elaboration of the respective evaluation.

Article 5

Ethics Committee

1. The UHK Ethics Committee is established to assess initiatives relating the breach of the Code of Ethics principles.
2. Essentials relating the appointment and procedure of the UHK Ethics Committee and initiatives submitting is regulated by the Rules of Procedure of the Ethics Committee of the University of Hradec Králové.
3. The UHK Rules of Procedure of the Ethics Committee are issued by the Rector in form of a measure of management after discussion by the UHK Academic Senate.

Article 6

Final Provisions

1. This Code of Ethics replaces the Code of Ethics of the University of Hradec Králové of 1 February 2010.

In Hradec Králové on 8 November 2021

doc. Ing. Hana Tomášková, Ph.D., m.p.
Chair of the UHK Academic Senate

Prof. Ing. Kamil Kuča, Ph.D., m.p.
UHK Rector