

ORDINANCE NO. 148

**of the Rector of the West Pomeranian University of Technology in Szczecin of 5th October
2020**

on the Code of Ethics of a University Teacher of the West Pomeranian University of Technology in Szczecin

Pursuant to Art. 23 of the Act of 20 July 2018 - Higher Education and Science Law (consolidated text: Journal of Laws of 2020, item 85, as amended), upon consulting the WPUT Senate (resolution no. 197 of 28 September 2020), it is hereby ordered as follows:

§ 1.

The Code of Ethics of a University Teacher of the West Pomeranian University of Technology in Szczecin, which is attached hereto, is introduced.

§ 2.

The Ordinance shall become effective as of the date of its signing.

Rector

dr hab. inż. Jacek Wróbel, prof. WPUT

CODE OF ETHICS
of a University Teacher
of the West Pomeranian University of Technology in Szczecin

PREAMBLE

1. Code of Ethics of a University Teacher of the West Pomeranian University of Technology in Szczecin, hereinafter referred to as: "the Code", is based on fundamental ethical principles recognised as natural and universal in our culture as well as on the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The fundamental principles of ethics include respect for human dignity and life in all its forms, truthfulness, honesty, the obligation to fulfil accepted commitments and recognition of the right to freedom of belief and the intellectual property right.
2. The Code presents the principles of conduct and duties of an academic teacher as an employee, researcher, teacher, tutor of undergraduate and doctoral students, research promoter/supervisor as well as participant in public life. The Code defines criteria of good practice and identifies ethical misconduct in conducting of research work as well as establishes procedures to be followed when scientific dishonesty is revealed. The changing external and internal conditions, such as the massification of studies, the increasing number of researchers, the need to apply for research grants, the assessment of the quality of scientific activity and the conflicts of interest accompanying the commercialisation of research results, make it necessary to pay particular attention to the phenomena that have been increasing in recent years, such as polite reviews, plagiarism, multiple employment, unjustified citing of works and using the resources of the institutions where one works for one's own purposes.
3. Maintaining of high standards in science is essential for its credibility and public authority. Caring for authority and not succumbing to pressure are important for the preservation of public confidence in science. Ethical values, standards of scientific integrity and good practice in science are paramount for scientists, who must be aware of their special responsibility towards junior colleagues, society and humanity in general.
4. Adherence to ethical values and principles of ethical conduct is a duty of a university teacher of the West Pomeranian University of Technology in Szczecin; breaching of this duty may constitute a failure to meet the obligations of a university teacher or to uphold the dignity of the university teacher's profession and be subject to disciplinary liability under Article 275 of the Act of 20 July 2018 - Higher Education and Science Law (consolidated text: Journal of Laws of 2020, item 85, as amended).

I Fundamental principles and ethical values

A university teacher of the West Pomeranian University of Technology in Szczecin shall respect the applicable legal regulations and adhere to recognised practices and ethical values whereon the integrity and credibility of science are based, such as:

- 1) conscientiousness in demonstrating of the aims and objectives of the intended or ongoing research, in presenting of the research methods and procedures and interpreting of the results obtained as well as in communicating of the possible risks and well-founded predictions of benefits and possible uses;
- 2) reliability in conducting of research, meticulousness, attention to detail and accuracy in reporting of research findings;
- 3) not using of the scientific authority when speaking on subjects outside their area of competence;
- 4) objectivity - basing interpretations and conclusions solely on facts, verifiable reasoning and data that can be confirmed by others;
- 5) independence from external influence on the conducting of research, both as regards those commissioning research or an expert opinion and political, ideological or economic pressure groups;
- 6) being open in discussions with other scientists about their own research, honest communication of the scientific knowledge to the public;
- 7) transparency in the documentation of research ensuring that detailed data is available when research findings are published;
- 8) responsibility towards research subjects; research on living beings may be carried out with respect for human dignity and animal rights, on the basis of a consent given by the relevant bioethics committees;
- 9) fairness and reliability in factual and ethical evaluation of the work of other researchers as well as in reviewing and recognising of the scientific achievements of those to whom they are genuinely due, reflected in proper acknowledgement of sources and fairness in acknowledging of their contribution to scientific achievements;
- 10) the courage to oppose views contrary to scientific knowledge and practices incompatible with scientific reliability;
- 11) concern for future generations of scientists reflected not only in the efforts made to foster the scientific development of students but also in instilling of the current standards and ethical norms in them.

II Principles of conduct and duties of a university teacher

1. The attitude of a university teacher shall be characterised by respect for the applicable law as well as fundamental, recognised values and ethical principles.
2. University teachers shall uphold the dignity of the teaching profession in their professional, private and public lives, combining personal dignity with respect for the dignity of others.
3. University teachers shall care for a good image of the West Pomeranian University of Technology in Szczecin and demonstrate loyalty thereto by observing employee discipline and showing support in building of the University's prestige.
4. University teachers shall promote and develop ethical values in the whole academic community of the West Pomeranian University of Technology in Szczecin, especially among undergraduate and doctoral students.

5. University teachers holding managerial positions at the West Pomeranian University of Technology in Szczecin shall be a model of behaviour for other academic teachers, undergraduate and doctoral students.
6. University teachers performing functions in elected bodies of the West Pomeranian University of Technology in Szczecin shall be guided by the benefit of the University, while respecting the interests of the electors who appointed them to perform such functions.
7. University teachers shall perform all their professional duties with due care towards their colleagues and the academic community as a whole.
8. University teachers shall always apply safe working practices in accordance with national legislation, i.e., among other things, take the necessary precautions with regard to health, occupational safety, data protection and confidentiality.
9. University teachers shall be familiar with the strategic objectives of their research community and the funding mechanisms for research as well as obtain any necessary approvals before starting research or accessing the funds provided.
10. University teachers shall be subject to periodic assessment as regards the performance of their duties resulting from their position. The assessment shall be conducted on the basis of criteria uniform to groups of employees and types of posts.
11. In their research and teaching activities, university teachers shall be characterised by autonomy and independence from non-scientific ideological, political or economic considerations as well as by compliance with high standards of scientific research and good scientific practice.
12. In their research, university teachers shall be guided by the well-being of humankind and shall seek to extend the frontiers of scientific knowledge, while exercising freedom of belief and expression as well as freedom to determine problem-solving methods in accordance with recognised ethical principles and practices.
13. University teachers shall endeavour to disseminate their scientific work to be used by other scientific communities and the general public in such a way that it can be understood by non-specialists, thus enhancing the general understanding of science.
14. University teachers shall not violate the principles of scientific integrity in research by avoiding plagiarism, self-plagiarism or falsification of any research results. They shall be committed to the principles of copyright, intellectual property rights, shared ownership of data in the case of collaborative research conducted with other researchers as well as the requirements and conditions of any sponsors or funders, regardless of the nature of the contract.
15. University teachers shall be characterised by the virtue of tolerance, understood as the opposite of discrimination against people on the grounds of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political conviction and social or material status and as respect for other points of view, research attitudes, world-views and cultural traditions.
16. University teachers shall be characterised by an attitude of benevolent criticism of the work and ideas of other authors, combined with criticism of themselves and their own scholarly output, as well as fairness expressed in assessment of the value of scholarly output, the attitudes and opinions of others.
17. University teachers shall be characterised by a sense of moral and legal responsibility for the views they proclaim, the interpretations and implications of their research, their conduct and the effective use of money from state funds towards the University, funders and other public or private bodies as well as, on ethical grounds, towards the general public.

18. It shall be unacceptable for university teachers to accept, for the performance of their academic, teaching and organisational duties, any financial or personal benefits, or the promise thereof, other than the remuneration provided for the performance of those duties.
19. University teachers shall avoid conflicts of interest when evaluating individuals, institutions and when assessing projects, proposals and papers for publication as well as with regard to their own scientific work. In the event of such circumstances, the university teachers shall bring the matter to their superiors for resolution or resign from these activities.
20. University teachers shall take care of the property and public funds at their disposal as employees of the West Pomeranian University of Technology in Szczecin by using them appropriately and effectively. University teachers shall be required to observe the principles of careful and transparent management of these assets in such a way as to enable internal and external control where necessary and as requested by the competent authorities.
21. University teachers shall combine their scientific work with didactics, take care of innovative teaching methods, clear transfer of knowledge and active participation of undergraduate and doctoral students in their classes. They shall develop their independent thinking, responsibility in action, courage to take risks and to accept failure.
22. University teachers shall inspire and develop the creativity of students, foster their academic performance by building constructive and positive relationships in order to establish the conditions for effective transfer of knowledge and with a view to their future successful career development.
23. Before the beginning of a teaching cycle, university teachers shall inform undergraduate and doctoral students about the programme of the course, their rights and obligations related to participation in the course, the conditions and deadlines for obtaining credit or for taking examinations as well as the criteria for the assessment of course participants.
24. University teachers shall recognise as inalienable the right of undergraduate and doctoral students to evaluate their teaching work and teaching attitude.
25. University teachers shall not undermine the authority or criticise the professional activities of other university teachers or present them in a bad light, exposing them to loss of respect and other official consequences.
26. University teachers who carry out their research together with undergraduate or doctoral students shall make their participation visible in the publication of the research results and shall respect their participation in any possible remuneration.
27. University teachers acting as supervisors/promoters shall establish organised and regular forms of contact with undergraduate or doctoral students in order for them to take full advantage of this relationship. The relationship shall include: monitoring and controlling of the progress of any research and its results, obtaining feedback through reports and seminars, using of this information and conducting of the work according to agreed schedules, completion dates, practical results and/or research outputs.
28. University teachers who undertake to produce a review or opinion shall do so only within the scope of their specialization and on the basis of scientific findings, independently of any influence of the ordering party on the factual value of that review or opinion.
29. University teachers shall oppose - in a manner consistent with the law and academic customs - unreliability, dishonesty, intolerance, injustice and other manifestations of unethical behaviour of employees, undergraduate and doctoral students of the West Pomeranian University of Technology in Szczecin.

III Final provisions

In any situations not covered by the Code, university teachers shall conduct themselves in accordance with the provisions of the Act referred to in point 4 of the Preamble, the Statute of the West Pomeranian University of Technology in Szczecin, the resolutions and ordinances of its bodies, the instructions of their superiors as well as generally recognised academic traditions and good manners.