

Code of Ethics for the Employees
of Wrocław University of Science and
Technology

Wrocław University of Science and Technology, 2016.

1. Responsibilities of Wrocław University of Science and Technology Employees
2. Responsibilities of Academic Teachers, Research Staff, Research and Teaching Staff, and the Authorities of Wrocław University of Science and Technology
 - 2.1. Didactics and education
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Wrocław University of Science and Technology conducts scientific research in search of the truth about the world, for its use in the service to society. It is concerned with the education of the young generation, supporting their intellectual and moral development, as well as preparing them for professional and public roles. To be able to consistently achieve these goals, the University is an open entrepreneurship-oriented institution, one capable of responding to the challenges of a changing world and committed to high ethical standards.

This Code of Ethics provides a set of essential ethical principles, moral norms, and standards of conduct and behaviour to be followed by all employees of Wrocław University of Science and Technology, especially academic teachers, due to their particularly responsible role in the academic community, assuming as a guiding principle that everybody should respect the fundamental moral and ethical standards of the civilisation in which we live and which we create.

This Code contains the principles of ethics and good practice generally recognised at the University and adopted by the Senate of Wrocław University of Science and Technology.

The Code of Ethics operates in parallel with the Code of Ethics for the Students of Wrocław University of Science and Technology and the Code of Ethics for the Doctoral Students of Wrocław University of Science and Technology, adopted by relevant students' self-governing organisations under the provisions of the Act on Higher Education.

1. Responsibilities of Wrocław University of Science and Technology

Employees

Employees of Wrocław University of Science and Technology should:

1. Strive to ensure the dignity and honour of the employee of Wrocław University of Science and Technology.
2. Take care of the property and good name of the University.
3. Act respectfully to the traditions of the University.
4. Be guided in their work by the welfare of the individual, the University, and society.
5. Be guided by camaraderie and mutual loyalty in interpersonal relationships.
6. Avoid actions that may harm people, their reputation, and their careers.
7. Oppose all pathology in social and academic life.
8. Avoid and prevent nepotism.
9. Act guided by truth, justice, and objectivity; reject discrimination of any kind.
10. Treat subordinates and colleagues with kindness.
11. Comply with the principle of respect for privacy.
12. Not evade participation in the work of committees and collegial bodies.
13. Avoid deciding and voting for one's own case.
14. Ensure the correct and rational use of allocated funds.
15. Take into account the welfare of the environment in their work.
16. Respect the rules that organise the life of the University, including resolutions and regulations.

2. Responsibilities of Academic Teachers, Research Staff, Research and Teaching Staff, and the Authorities of Wrocław University of Science and Technology

2.1. With respect to the areas of didactics and education, they should:

1. Strive to ensure a high standard of the teaching process.
2. Strive to ensure the proper selection of research and teaching staff.
3. Strive to ensure that the knowledge delivered is up to date.
4. Support the development of new ways and technologies of teaching.
5. Strive to ensure that classrooms/workrooms and libraries are properly and modernly equipped.
6. Deliver classes in accordance with the curriculum, in a form adapted to the capabilities of the students and doctoral students.
7. Maintain accuracy in the delivery of knowledge.
8. Develop independent thinking, the criticality of thought, and freedom of expression in students.
9. Apply fair and uniform assessment criteria to all students and doctoral students.
10. Conduct recruitment procedures openly and transparently.
11. Provide special care for exceptionally talented students and doctoral students; support them in becoming professionally engaged in the area of science.
12. Take into account the opinions of the student community on the curricula, the course of study, and classes.
13. Observe fundamental ethical standards in relationships with students and doctoral students; be a kind mentor and educator.
14. Be guided by impartiality, objectivity, and respect of the law in public life.

2.2. *With respect to the area of research, they should:*

1. Strive to ensure a high standard of scientific research.
2. Conduct research and present its results in a conscientious, objective, and impartial manner while ensuring its independence.
3. When conducting research, take into account the welfare of research participants, research subjects, cultural assets, and the environment.
4. Not undertake unsubstantive topics in their research work.
5. Be open to collaboration, new ideas, and research initiatives.
6. Be guided by integrity and objectivity in recognising the scientific achievements of other researchers, including collaborators and predecessors.
7. Courageously oppose views and actions contrary to reliable scientific knowledge.
8. Publish research results in a clear and transparent manner that allows for their repetition and verification.
9. Not cede authorship and accept or offer unjustified co-authorship of scientific papers.
10. Not produce similar scientific papers to multiply their scientific output, in particular self-plagiarist works.
11. Respect copyright law and strongly oppose plagiarism.
12. Not undertake to give an opinion on a body of work when its subject matter is outside the scope of their expertise.
13. Clearly communicate possible conflicts of interest.
14. Be discreet about scientific papers being reviewed, where it is required.
15. Not evade collaboration with the editorial committees of journals and the organising committees of scientific conferences.
16. Actively seek research funding, supporting applications with viable research plans.
17. Ensure the proper use of the funds obtained.

2.3. With respect to the areas of organisation and administration, they should:

1. Strive to ensure modern and efficient organisation of the University.
2. Strive to ensure effective management and proper coordination of all areas of the University's activities.
3. Strive to ensure full transparency of all actions taken.
4. Respect the competencies and initiatives of subordinate bodies and individual staff members.
5. Be guided by tolerance and trust towards all members of the academic community.
6. Strive to ensure the active participation of the University in the life of the region and the country.
7. Strive to ensure the authority and development of the University.
8. Strive to ensure that the University has a worthy position in the country and the world.
9. Strive to ensure that the research and education undertaken are oriented towards the advancement of world science and the general welfare, following the universal mission of the university.

Related documents

1. The Act on Higher Education
2. The Act on Academic Degrees and Academic Title and Degrees and Title in Art
3. The Statute of Wrocław University of Science and Technology
4. The Academic Code of Ethics of Wrocław University of Science and Technology (2003)
5. The Code – Good Practices in Universities (CRASP, PRF, Cracow 2007)
6. Good Manners in Science (Committee of Ethics in Science at the Presidium of the Polish Academy of Sciences, Warsaw 1994)
7. The Code of Ethics for the Researcher (Committee of Ethics in Science, the Polish Academy of Sciences, Warsaw 2012)