

University of Veterinary Medicine and Pharmacy in Košice

CODE OF ETHICS FOR EMPLOYEES

of the University of Veterinary Medicine and Pharmacy in Košice

Internal Regulation No. 67

Preamble

The Code of Ethics for Employees of the University of Veterinary Medicine and Pharmacy in Košice (hereinafter referred to as the "Code of Ethics" and "UVMP") lays down the basic rules of employee conduct that must be followed with regard to ethics of social interaction with employees, students and other natural and legal persons. The aim of the Code of Ethics is to help ensure that UVMP employees are dignified representatives of UVMP not only as outstanding professionals but also upholders of ethical principles.

Art. I

General principles of ethical behaviour of UVMP employees

1. The Code of Ethics is binding on all employees of UVMP.
2. Senior staff of UVMP should expect their co-workers, subordinates and students to abide by moral principles; they must not justify or cover up unethical behaviour and acts and must not justify them on the fit-for-purpose grounds, obedience or loyalty.
3. Senior staff of UVMP should expect their subordinates to fulfil only the tasks that comply with the subordinates' job description, generally binding legal regulations and internal regulations of UVMP and which fall within the remit of the employer in accordance with the UVMP's mission.
4. In relation to other employees, senior staff must make correct, right and non-discriminatory decisions, provide equal opportunities, promote creative dialogue, allow alternative opinions and respect them.
5. UVMP employees must perform their duties in an honest and responsible manner, abide by generally binding legal regulations and internal regulations of UVMP and observe generally accepted principles and rules of social behaviour.
6. Activities of UVMP employees must be based on principles of humanity, freedom, democracy, justice, correctness, honesty and propriety; they must not use their rank or position in the organisation for personal benefit or benefit of third persons; they must not demand or receive economic or other benefits from other persons.
7. UVMP employees must be loyal to UVMP, have strong sense of belonging and commitment and should actively participate in university life. They must safeguard UVMP's interests and act for its benefit and in its interest and are obliged to refrain from any act which might give rise to a conflict between UVMP's and their personal interests.
8. UVMP employees must not discriminate against their co-workers, subordinates and students on grounds of sex, age, ethnic origin, nationality, social background, religion, belief, sexual orientation, disability, political views and economic status.
9. UVMP employees must respect prohibition of sexual harassment.
10. UVMP employees must respect prohibition of intimate relationships with students whom they supervise, monitor and evaluate.
11. UVMP employees must deem any forms of corruption unacceptable.
12. UVMP employees are obliged to protect UVMP property from damage, loss, destruction and misuse. They are obliged to use the resources entrusted to them effectively and for the purpose for which they were intended and not misuse them for their personal gain.
13. UVMP employees must respect the limitations concerning private use of university and private information and communication technology tools during working hours.

14. UVMP employees must abide by ethical rules concerning intellectual property protection in relation to copyright and industrial property rights, respect co-authorship and co-inventorship, oppose plagiarism, ~~counterfeiting~~falsification, misuse and withholding of results of intellectual creative activity and ensure that technology application and transfer are conducted correctly.
15. When publishing research results, UVMP employees must, in addition to copyright rules, also respect publication and other rules concerning delivery of scientific research.
16. UVMP employees must work and behave professionally in the presence of their colleagues, students and in public at home and abroad so as not to damage the good reputation of UVMP or disparage other UVMP employees.
17. UVMP employees are obliged to ensure animal welfare, ensure that physiological needs of animals are met and provide animals with medical care. They are also obliged to ensure that all requirements for protection of animals used in relation to UVMP activities for the purpose of scientific research, education or animal breeding are fulfilled in accordance with the legislation applicable in this policy area.
18. UVMP employees are obliged to avoid examining, assessing and supervising a student in the case of a family relationship with the student (parent, sibling, grandparent, uncle, aunt, cousin, brother-in-law, sister-in-law, partner), an existing or previous intimate relationship with the student, sharing household with the student and an existing or previous marriage with the student.
19. UVMP employees are obliged to dress appropriately for the situation, their job and duties according to the rules of social etiquette.

Art. II

Ethics Committee

1. Cases of infringement against the Code of Ethics are discussed by the Ethics Committee of UVMP. Applications for an assessment of a Code infringement are submitted to the Rector of UVMP.
2. The Ethics Committee of UVMP is the Rector's advisory body.
3. The Ethics Committee is appointed by the Rector of UVMP for each case individually (ad hoc). The number of committee members must be odd.
4. A quorum is achieved if an absolute majority of the Committee members are present. Minutes of meetings are submitted by the Chairman of the Ethics Committee to the Rector within 30 days of the date of receipt of an application for an assessment of a Code infringement.

Art. III

Final Provisions

The Code of Ethics of the University of Veterinary Medicine and Pharmacy in Košice shall enter into force and become effective on the day of its signature.

In Košice, on 15th August 2017

Prof. Jana Mojžišová, DVM, PhD, Dr. h. c.
Rector