The Senate of the University of Zadar is aware of the importance of the University’s role in the development of science, society and culture and of the unique vocation of its members; it accepts the responsibility to preserve and affirm ethical dimensions of higher education and research; participates in the creation of an atmosphere of morality and values where honesty, academic integrity, fairness and responsibility will have priority.

Accordingly, the Senate has adopted the following conclusions:

I

Moral sensitivity, ethical thinking and acting are, and should be, an integral part of a process of research, scientific and educational work.

The University is a pivotal place of mediation, transfer and development not only of knowledge but also of fundamental human and academic values.

Each member of the academic community is expected to permanently and responsibly promote true values, contribute to their recognition and application in accordance with the genuine aim and purpose of their vocation. Doing so is required not only for the respect of fundamental moral principles and values but also for creating a climate that supports ethos and a culture of responsibility.

II

Academic staff, professional staff and students are obliged to follow the rules of conduct defined by the Code; to adhere to its principles and guidelines; to encourage ethical conduct by a positive personal example, all with the aim of preserving the dignity and reputation of the profession and of the whole academic community.

III

According to the genuine aim and purpose of their mission, each member of the academic community has a duty to protect and promote the fundamental principles and values such as human dignity, human rights, academic freedom, honesty, integrity, justice, responsibility.

IV

Taking into consideration its institutional responsibility, the University as a place of education, research and intellectual formation shall foster and demand good scientific practice, promote ethically responsible education, scientific work and research.
V

Members of the academic community strictly condemn and reject every inadmissible action and any form of behaviour inappropriate to their vocation.

VI

Any behaviour that insults and presents a threat to human dignity or has as its aim the violations against human dignity, professional integrity, honour and reputation of the University is considered ethically inadmissible. This includes:

- any form of direct or indirect discrimination
- any form of stereotype or prejudices
- utilisation of personal authority or the authority of the institution for private interests
- the abuse of resources, name and reputation of the University
- any form of violation against academic integrity
- any form of intellectual property rights violation (plagiarism, falsification, fabrication, the misuse of authorship, etc.)
- any form of corruption, i.e., the abuse of invested power for private interests, personal benefit and privileges.

VI

Members of the academic community are expected to base their mutual relations upon openness, trust, cooperation and peer acknowledgement thus contributing to a fuller development of a human person.

VII

The persons covered by this Code shall act in a manner to contribute to the common good of the University and the community and to justify public trust.

In Zadar, on May 25, 2010
Pursuant to Article 59, paragraph 2, point 11 of the Act on Science and Higher Education (Official Gazette 123/03, 198/03, 105/04 and 174/04) and Article 31 of the Statute of the University of Zadar (revised text, September 2005), the Senate of the University of Zadar, at its 9th session in the academic year 2009-2010, on May 25, 2010 adopted the following

**CODE OF ETHICS**

I INTRODUCTORY PROVISIONS

This Code establishes general ethical guidelines whose purpose is to protect, orientate and promote responsible and ethically based behaviour and activities of all members of the academic community in accordance with the fundamental ethical principles and the highest ethical standards in scientific, educational and expert work.

Each member of the academic community - including academics, associates, students, administration, maintenance and other non-academic staff – is expected to follow the rules of conduct defined by the Code and to encourage ethical behaviour by a positive personal example for the purpose of preserving the dignity and reputation of the profession and the whole academic community.

The purpose of this Code is not limited to an attempt of the members of the academic community to conform to the highest ethical standards and to eliminate any type of behaviour that breaches these standards; its task is also to create a climate suitable for achievement, improvement and unimpeded development of each member of the academic community and the University as a whole. The task of this Code is not solely confined to enumerating restrictions but it aims at affirming the core values of the academic institution.

II GENERAL PROVISIONS

Article 1

The Code of Ethics determines a set of core ethical principles and values as well as obligations, duties, rights and responsibilities that derive thereof, and by which human and professional relations among the members of the academic community are governed.

Article 2

The Code of Ethics cannot be a substitute for effective law regulations or civil, criminal, administrative and disciplinary procedures prescribed by law or by the University norms. It endeavours to affirm ethical values relevant to the activities of the academic community and to its members’ ethical behaviour.

Article 3

Each member of the academic community shall abide by the provisions of this Code.
III FUNDAMENTAL PRINCIPLES

Article 4

Human dignity

Each member of the academic community has a moral obligation and the right to protect and promote indefeasible values, i.e., personal dignity as well as the human dignity of each member of the University of Zadar.

The moral obligation and right of each member of the academic community is to respect human dignity and all the rights that stem from it.

All members of the academic community shall interact in a manner inherent to the dignity of every human person. It includes an obligation of the members of academic community to be guided by the principle of mutual recognition and respect in their relations, collegial rapport and solidarity and to participate responsibly in achieving the common good of the community.

All aspects of conduct that are contrary to the respect of human dignity are unacceptable.

Any form of behaviour that insults and presents a threat to human dignity or aims at hurting human dignity is considered ethically inadmissible. It includes any type of discrimination, prejudice or stereotype.

Article 5

Personal rights

Each member of the university community is entitled to all the rights that stem from the dignity of a person.

Each member of the university community shall also respect those rights, and acknowledge them for others under the same circumstances. Each member of the university community shall responsibly execute the rights.

Article 6

Equality and justice

All members of the university community are equal in their human dignity. Personal dignity is the basis for equality.

Each member of the university community is expected to act in accordance with the principles of equality and justice.
Each member of the university community is expected to be objective and unbiased in academic, research, administrative, business and managerial activities.

Each member of the university community has the right and the duty to a continued professional growth which includes the right to an unhindered professional development in accordance with one’s capabilities, preferences and needs.

The University must guarantee equal opportunities for advancement and improvement to all members of the university community. These constitute the necessary preconditions for excellence and responsible and professional fulfilment of their obligations.

**Article 7**

**Academic freedom**

Each member of the university community shall responsibly exercise freedom in his or her activities. Each member of the university community is expected to respect, protect and improve academic freedom.

Each member of the academic community is guaranteed freedom of teaching, research and studying in accordance with the generally accepted rules of ethical activity.

Freedom of scientific research, teaching, thought, expression, the choice of teaching methods and the design of study programmes are guaranteed to every academic in his or her responsible search for the truth.

Each member of the university community has the right to freely express and exchange opinions and beliefs, the right to participate in discussions with the obligation to uphold the norms of truthfulness, prudence, correctness and a reasoned, civilised dialogue.

**Article 8**

**Collegial conduct and cooperation**

Each member of the university community shall obey the principles of collegial conduct, mutual respect based on the dignity of a human person and the rights that stem from it.

Each member of the university community shall support collegial and cooperative relations based on mutual trust.

Belittling, impolite and uncivilised behaviour in any aspect towards the colleagues are inadmissible.

Each member of the university community is expected never to abuse personal authority or the authority of the institution for personal benefit and never to let personal interests influence the objective judgment and ethical and professional fulfilment of prescribed duties.
The obligations of academics towards their colleagues, especially to the junior ones, include help in academic duties where the rules of good scientific behaviour should be an integral part of teaching, i.e., in scientific education.

Article 9

**Rapport with students**

Each member of the university community has the duty to treat students in an honourable, objective, unbiased and just manner. This duty is based on respect of a student’s personality and on respect of a student’s position as an equal member of the academic community.

Article 10

**Professional responsibility**

An individual carries both rights and responsibilities. In a moral sense, responsibility is an obligation and a duty towards the good and the values.

Each member of the university community is expected to fulfil his or her professional obligations competently and responsibly.

Every academic is expected to implement educational and scientific work responsibly. It includes the responsibility for the quality of teaching and implementation of scientific work and research in accordance with the rules of good scientific practice, as stated by the Code of Ethics issued by the Ethics Committee in Science and Higher Education.

Academics are expected to encourage students to reach for high educational achievements and acquire competences that will enable them to become lifelong learners.

Article 11

**Responsibility towards the university community**

Members of the university community have a duty to promote its common good.

The abuse of authority for personal interests or attainment of privileges is ethically unacceptable.

Each member of the university community shall conduct responsibly towards the property and all the resources of the community.

No member of the university community shall use the logo, name or reputation of the University in an inappropriate manner.
Conscious presentation of personal attitudes and beliefs as the official stance of the University with the intention to gain personal benefit is ethically unacceptable.

**Article 12**

**Responsibility to the public**

In public relations and public appearances, all members of the university community have a duty to promote fundamental values intrinsic to their profession and the University.

Each member of the academic community is responsible for accurate presentation of research results.

**Article 13**

**Academic integrity**

Each member of the university community is expected to guard the integrity of his or her vocation and the reputation of the university community in which he or she works and to which he or she belongs.

In their line of duty, every academic should aspire to achieve scientific integrity, objectivity and professional excellence as the standards in teaching and research; promote the quality of educational, scientific and research work; perform and present his or her work professionally and honourably, guarding the reputation of the profession and the academic community to which he or she belongs.

Every form of the infringement of academic integrity, i.e., dishonesty and fraud in science, is considered unethical. It includes, but is not limited to:

- the infringement of intellectual property or plagiarism (presenting someone else’s words, ideas or work, published or unpublished, or available on the Internet, as one’s own);

- data manipulation; falsification or fabrication of any information or quotation in an academic work.

Scientific rectitude is an important part of academic integrity. It represents an ethical norm and, at the same time, the basis for various rules related to scientific and research professionalism, i.e., to good research practice.

Members of the academic community shall cherish and respect the principles of scientific professionalism, i.e., good research practice. This suggests:

- following the principles and methods of their respective disciplines (lege artis);
- reliably documenting applied resources, aids, methods and results;
- avoiding misuse of their contributions and achievements for personal benefit.

The rules to secure good scientific practice are the basis for education and training of young scientists at the University. The University academics are responsible for scientific development and professional growth, the relevant part of which is academic integrity.

Article 14

Students’ duties, obligations and rights

Students are equal members of the university community entitled to all the rights inherent to the dignity of their person. The University must protect and support students’ rights in accordance with law, the University regulations, fundamental ethical principles and norms of behaviour and work.

Every student is expected to fulfil his or her duties responsibly and conscientiously.

Every student has the right and the duty to actively participate in educational process, seek consultation, help or advice that refer to the study; communicate opinions regarding their rights and obligations through officially elected student representatives.

Students have a duty to preserve the reputation and dignity of all members of the university community as well as of the whole University of Zadar; to promote moral and academic values and principles.

In the process of scientific work and publishing its results, students shall abide by the same rules of good scientific practice prescribed by the Code of Ethics adopted by the Ethics Committee of Science and Higher Education.

Every act that breaches academic integrity is ethically inadmissible. It includes, but is not limited to:

- any type of fraud such as the use and possession of books, notes, data, electronic devices or other aids during examinations, unless specifically granted;
- any type of falsification such as the use or possession of unauthorised material during examinations; imposture at examinations; falsifying documents related to the study; forging signatures and grades; falsifying examination results.

The unauthorised use of computing systems and databases, i.e., the abuse or illegal use of information technology such as computer hardware and software, electronic mail or information is ethically inadmissible.
Article 15

**Ethics Committee**

The Senate nominates the Ethics Committee consisting of 2 (two) members from the ranks of academics and 1 (one) from the ranks of assistants and students respectively.

The Ethics Committee is empowered to attend to upholding and implementation of the Code, to offer its interpretation, and to conduct the proceedings to determine a possible infringement of the Code.

The procedure before the Committee is regulated by the Ethics Committee’s Rules of Procedure which has been adopted by the Ethics Committee itself.

The mandate of the Committee’s members lasts for 4 (four) years.

Article 16

**Final provisions**

Compliance with the provisions of the Code is obligatory for all the members of the university community.

In order to ascertain the respect of the core principles of the Code, each member of the university community has the obligation and the right to become familiar with the Code.

Each member of the university community has the right and obligation to notify the Ethics Committee in the case of any potential or committed violation of the Code.

Every unfounded report is considered to be the violation of the Code if proved that the person filing the report was aware of its falsity.

Article 17

This Code of Ethics shall enter into force on the day of its adoption, by which The Code of Ethics of Academics, Associates, Scientists and Researchers at the University of Zadar (a revised text, September 2009) ceases to be valid.

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Rector

Full Professor Ante Uglešić