

TECHNICAL UNIVERSITY OF KOŠICE



**The Code of Ethics for Employee
of the Technical University of Košice**

Košice

2016

I. Initial Provisions

1. The Management of the Technical University of Košice, in its efforts to sustain and develop a good reputation of the education institution providing higher education in bachelor, master, and doctoral studies for technical and social practice, implements creative scientific research and creative artistic work, and establishes the general principles and ethical conduct standards for its employees, which shall be respected and observed by each employee and which are stated in the following provisions under the title "The Code of Ethics for Employee of the Technical University of Košice" (hereinafter referred to as "TUKE").
2. The University by The Code of Ethics for Employee of TUKE, complies with generally binding legislation in the field of equal treatment, and is also committed to the application of the European Researchers' Charter and the Code of Conduct for the Recruitment of Researchers adopted by the European Commission on March 11, 2005 and adopted by the Slovak Rectors' Conference on November 10, 2005 in the form of the "Declaration of a Commitment of Slovak Higher Education Institutions' Rectors to Adopt Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers".

II. General Principles and Ethical Conduct Standards

1. The activity of a TUKE employee is based on the principle of humanity, freedom, democracy, justice, correctness, honesty, and observance of courteous conduct.
2. The employee shall respect colleagues' and students' personal integrity, shall maintain his/her independence, objectivity, and decision-making freedom in accordance with generally applicable legal, ethical, and moral norms and principles.
3. The employee shall observe and form an atmosphere of high working and social morals at the workplace and thus shall contribute to a formation of appropriate interpersonal relations.
4. The employee shall fulfil his/her teaching, research, and other professional duties honestly and responsibly.
5. The employee shall not use his/her functional or professional position in the organisational structure for personal benefit, nor for the benefit of third parties, nor shall he/she request or accept economic or other benefits from other persons.
6. The employee in charge shall make fair, just and non-discriminatory decisions in relation to other employees, in addition he/ she shall provide equal opportunities, shall encourage creative dialogue, and shall respect alternative viewpoints.
7. The employee, when publishing scientific results, shall respect not only the copyright but also the publication and other regulations for the publication of scientific research.
8. Teaching and research employees shall not publish scientific articles in journals and publishing houses that conduct unfair/fictive reviews and contradict the ethical principles of scientific research.
9. Employees of particular organisational units of TUKE shall verify quality and professional level of journals and publishing houses in which they plan to publish the scientific results.

10. Employees shall observe ethical principles related to the copyright protection of intellectual property results including industrial legal protection, they shall respect co-authorship and reject plagiarism, falsification, misuse and withholding of the results of intellectual creative activity, in addition they shall respect correctness in the application and transfer of technology.
11. The employee shall be loyal to TUKE, which is shown by respecting the fact that the results of educational and scientific research obtained at TUKE by means of its property and with the help of other employees are not solely due to the employee himself/herself.
12. All employees shall fully respect the personal data protection at their disposal to minimise the possibilities of data misuse while performing their duties.

III. Ethics Committee

1. The TUKE Ethics Committee is established as an advisory body to the Rector.
2. The Ethics Committee shall hear cases of violations of the Code as appropriate and required, shall examine and comment on issues of planned research, mainly in field. At the discretion of the Rector, the Committee shall decide on other matters requiring consideration in compliance with the Code.
3. The Ethics Committee is appointed by the Rector of TUKE for each case individually (ad hoc). The number of committee members must be uneven, whereas the chairman of the committee is always the Head of the Legislation and Legal Department of the Rectorate of TUKE.
4. The Committee has the quorum provided that a majority of its members are present. The decision-making period is within 30 days of the official request.
5. The Committee Members may not be employees of the organizational unit which requested for evaluation or violation of the Code is under consideration.
6. The administrative and organisational work related to the activities of the Ethics Committee is carried out by the Legislation and Legal Department or the Inspection and Complaints Office.

IV. Final Provisions

1. The Code of Ethics for Employees of the Technical University of Košice was approved by the Management Board of the Technical University of Košice on September 6, 2016, resolution number Sep.3/2016.
2. This Code of Ethics for Employees of the Technical University of Košice shall enter into force and effect on the date of its signing by the Rector of the Technical University of Košice.

Košice, September 07, 2016,

prof. Ing. Stanislav Kmeť, CSc.
Rector