



**COLLECTION OF DECISIONS AND ORDINANCES  
OF THE UNIVERSITY OF SOUTH BOHEMIA IN ČESKÉ BUDĚJOVICE**

číslo: R 432

Date: 19th May 2020

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**Rector's Ordinance Stipulating the USB Code of Conduct**

Following the Rector's Decision No. 253 of 31<sup>st</sup> July 2013 on the establishment of the USB Ethics Committee and in accordance with Article 3 (2) of the Statutes of the USB, I hereby issue the Code of Conduct of the University of South Bohemia in České Budějovice.

This Ordinance become effective on 19<sup>th</sup> May 2020 and repeals the Rector's Ordinance No. 290 of 4<sup>th</sup> November 2014.

prof. PhDr. Bohumil Jiroušek, Dr.  
rektor

Annexe no. 1 - Principles of Research and Publication of Findings and Results of Research  
Annexe no. 2 - Principles for Assessment, Evaluation, Reader and Expert Activities

Distribution: members of the USB leadership, Deans of the USB Faculties, Directors of other constituent parts of the USB

Prepared by: Head of Project Department



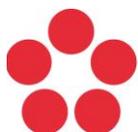
## **CODE OF CONDUCT OF THE UNIVERSITY OF SOUTH BOHEMIA IN ČESKÉ BUDĚJOVICE**

### **I. Preamble**

The Code of Conduct of the University of South Bohemia in České Budějovice (hereinafter referred to as the "Code of Conduct") is a document summarizing the general moral premises which the University of South Bohemia (hereinafter referred to as the "University") as an institution draws on and applies them when making decisions regarding specific cases that are in conflict with general moral principles. It is not a legal regulation but a declaration of principles in the light of which the law is applied in specific cases. The Code of Conduct applies appropriately not only to academic staff but also to students and other university staff.

### **II. General Principles**

1. Members of academic staff recognize the value of knowledge and share their knowledge with their colleagues and students. In their work, they respect the need for theoretical knowledge to be advanced but also the importance of implementing theoretical knowledge in practice, including the positive and negative consequences it may bring.
2. Academic freedom is the core value of the academic staff members. Academic freedom is not understood as an arbitrary behaviour but as
  - a) responsibility towards the recognized truth,
  - b) the right to navigate the work tasks first and foremost by the recognized truth,
  - c) the right of free expression.
3. When communicating their own worldview and religious beliefs, as well as when commenting on the worldview or religious beliefs of their colleagues and students, the academic staff members or students respect above all the human dignity and freedom. Critical discussion of these issues must not be hindered on the campus, provided that it carried out with respect to the involved parties and awareness of the commitment to the known truth for all involved.
4. Academic staff members are aware of the importance of their profession for the society and the high prestige their profession is held in within the society. Through their conduct, they contribute to keeping high esteem for the vocation of a teacher and researcher in the society, thus making a functional reference to the value of knowledge and its transfer to the common good. They oppose any unethical and inappropriate use of science and research.

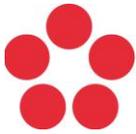


### III. Work Relations

1. Academic staff members protect the reputation of the University and, in accordance with the law, and in keeping with their own conscience, avoid activities that would cast a negative light on the University. They are aware of the fact that the outcomes of their work have been achieved through the material and human contribution of the University and therefore deal with these results accordingly.
2. Academic staff members are aware of the commitments to society that arise both from the natural value of the known truth to be shared by people and from the fact that the university is a public higher education institution using public funds.
3. The academic staff member respects the principle of subsidiarity. Elected academic officers carry out their mandate, knowing that they are not the owners of the institution but its administrators who have been selected from among their colleagues to manage the joint work of the University for a specified period of time.
4. All academic staff members and students respect other academic staff members and students regarding their human dignity and their academic and occupational status. Any form of bullying is totally unacceptable.
5. The University welcomes academic staff members and students with disabilities and seeks to provide such working and study conditions that the complications work or study arising from the disability are minimised as much as possible.
6. The University guarantees adherence to the rules stipulated in the Code of Conduct for the Recruitment of Researchers, especially equal treatment and objective approach to each staff member.

### IV. Research Work

1. Academic staff members are guided in their efforts by the desire to expand common knowledge and its application for the good of society. They are aware of the importance of the connection between their research and teaching work.
2. In publishing the results of their work, academic staff members strive for maximum objectivity, critical approach and impartiality. They also ensure that the contribution of other colleagues, students and other academic staff members are duly recognized.
3. Cheating (such as plagiarism, presentation of somebody else's results as one's own, falsification of results) is totally unacceptable and contradicts the core values of academic work.
4. When elaborating expert opinions for research, teaching, legal and other purposes, the academic staff member retains objectivity and fairness. With regard to legal regulations and common sense, their conduct is transparent, while maintaining the necessary confidentiality that is required in certain cases.
5. Academic staff members ensure reasonable and efficient use of the material resources entrusted to them within their activities at the University. No academic staff member



will allow a conflict of interest between their activities in the interest of the university and their private activities. Academic staff members ensure that the total contracted hours of their employment relations are such that they can perform their work in the volume and quality required for the job.

6. The University and its staff respect and adhere to the general principles and requirements arising from the European Charter for Researchers. These principles and requirements provide a basic framework for responsible professional cooperation and mutual recognition.

### **V. Teaching Work**

1. Teachers ensure that their teaching is of high quality, taking into account the current state of knowledge and making maximum use of the possibilities of their own and the University's potential.
2. Teachers ensure their continuous self-education. In this area they have the right to expect moral and material support from the University.
3. Teachers approach students as colleagues in the cognitive process and exercise moral and legal obligations of their Teacher status authority.
4. Teachers approach the assessment of students fairly in order to maintain the declared quality of education provided by the University, to assist students in reflecting their achieved learning outcomes and, to the extent possible, to encourage further study.
5. Teachers in their work with students take reasonable account of their personal, health and social situation. In the case of assessment of the student's work it concerns the form of assessment, not amendments to the required level of knowledge.
6. The teacher ensures that the Declaration of Socially Responsible Behavior of the University of South Bohemia in České Budějovice is adhered to in relation to educational activities

### **VI. Conclusion**

This document was prepared by the Ethics Committee of the University and was issued by the Rector. It serves all the University academic staff members and students as a reminder of the principles the University professes. It also guides the accountable persons at the University in solving issues with a moral dimension. Decision making in these issues belongs to persons designated by the law or by the internal regulations of the University. At the initiative of the Rector, the Ethics Committee may express its recommendation regarding specific matters.