

Code of Ethics of the Academic Community of the Medical University of Lublin

Preamble

The Medical University of Lublin is a public academic institution whose mission is to create a friendly environment for the academic community, develop science, and educate medical professionals highly valued in the healthcare sector.

Students, doctoral candidates, and employees of our University adhere to ethical principles, particularly honesty, responsibility, justice, and traditional academic values such as the pursuit of truth, freedom of scientific research, freedom of expression, respect for the dignity of each individual, and the autonomy of the University.

Every member of our academic community is obliged to fulfill their professional duties with integrity, respect the rights of all members of the academic community, patients, and their families, while maintaining proper interpersonal relationships.

In all circumstances, members of the academic community uphold the image and reputation of the University and adhere to the principles outlined in the Code of Ethics of the Academic Community of the Medical University of Lublin, which aligns with the European Charter for Researchers.

Conduct consistent with the principles outlined in the Code of Ethics of the Academic Community of the Medical University of Lublin is mandatory for members of the academic community. Violations of its principles may result in disciplinary action.

Chapter 1: General Provisions

§ 1

The principles of the Code of Ethics of the Academic Community of the Medical University of Lublin (the Code) arise from accepted social norms.

§ 2

The provisions of the Code apply to:

1. Employees of the Medical University, understood as: teaching, research and teaching, research, clinical, technical, administrative staff, and individuals employed under a contract of mandate or a contract for a specific task;

2. Students of the Medical University of Lublin, understood as: students of first-cycle studies, second-cycle studies, long-cycle studies, participants of the Doctoral School, doctoral candidates, and participants in postgraduate studies.

Chapter 2: Students as Members of the Academic Community

§ 3

A student who is a member of the academic community acts in accordance with the ethical principles it has adopted.

§ 4

A student upholds the reputation of the Medical University of Lublin in the public space, including the virtual space.

§ 5

In mutual relationships, students are guided by principles of honesty, kindness, tact, camaraderie, and equality.

§ 6

A student continuously expands the knowledge acquired during studies and improves their skills to develop and prepare for their future profession.

§ 7

In relationships with employees, a student is guided by principles of honesty, respect, kindness, and tact, with respect for the academic tradition of the University.

§ 8

1. A student participating in clinical classes respects medical confidentiality regarding all information obtained during the classes concerning the patient and their family.
2. A student is obliged to maintain the confidentiality of proceedings if they assist or participate in procedural actions or other activities undertaken by law enforcement authorities. It is prohibited to disclose to third parties any information about the circumstances of the events and data allowing the identification of both the victims and potential perpetrators.

§ 9

A student prevents all forms of discrimination, including discrimination based on gender, age, cultural background, religion, illness, disability, political views, or sexual orientation.

§ 10

A student has the right to actively participate in academic life, to freely associate within student council or student organizations, and to participate in academic collegiate bodies.

§ 11

A student participating in all classes, particularly in student internships or practical classes conducted by the University, is obliged to ensure the safety of patients and their families.

§ 12

A student uses the material resources of the Medical University of Lublin properly and takes care of them.

§ 13

A student appearing in the public space, including virtual space, separates the formulation of private opinions from the official position of the Medical University of Lublin.

§ 14

A student respects intellectual property rights in the educational process.

§ 15

A student should not undermine the authority of an academic teacher, a member of the therapeutic team, or another member of the academic community.

§ 16

A student evaluates an academic teacher fairly, without manipulation or other violations of dignity and personal rights.

§ 17

A student should take care of their image, and their attire should be appropriate to the type of academic classes and the nature of meetings in the academic space.

Chapter 3: Academic Teacher as an Educator

§ 18

An academic teacher ensures high-quality education. They convey content to students that aligns with current knowledge, including the latest scientific achievements in the given discipline.

§ 19

An academic teacher continuously improves their pedagogical and teaching competencies, ensuring the innovation of teaching methods used, aiming for active and creative participation of students in classes.

§ 20

An academic teacher respects intellectual property rights in conducting teaching activities, prevents manifestations of intellectual dishonesty among students, shapes the attitude of scientific integrity, and promotes a model of scientific discussion with respect for the participants and formulating criticism in accordance with the principles of proper conduct.

§ 21

An academic teacher emphasizes the importance of the Medical University of Lublin as an environment that provides opportunities for student development (at all stages of education).

§ 22

An academic teacher should not undermine the authority of other academic teachers.

§ 23

An academic teacher evaluates students fairly and impartially.

§ 24

An academic teacher does not accept any informal financial or personal benefits from students or others for performing their teaching duties.

§ 25

An academic teacher acts fairly and justly, does not exploit their position, office, or relationships with students to coerce unethical behavior, particularly behaviors that have signs of mobbing, intimidation, psychological or physical violence, and harassment.

§ 26

An academic teacher develops in students the ability to seek information independently, think creatively and critically, communicate, act, improve themselves, and cooperate.

§ 27

An academic teacher respects the rights of students and prevents all forms of discrimination, including discrimination based on gender, age, cultural background, religion, illness, disability, political views, or sexual orientation.

§ 28

An academic teacher acknowledges the right of students to a fair evaluation of their teaching performance and attitude.

§ 29

In the event of conflicts with students, an academic teacher informs their immediate superior about the incident.

Chapter 4: Academic Teacher as a Researcher

§ 30

An academic teacher adheres to the principles of reliable and ethical conduct in conducting scientific research, leading research teams, presenting research results, and evaluating scientific papers and projects.

§ 31

An academic teacher is guided by the principles of scientific honesty, does not allow violations of intellectual property rights, plagiarism, fabrication and falsification of scientific research results, or unreliability in their dissemination.

§ 32

An academic teacher adheres to standards when conducting, presenting, and evaluating research results. Scientific research conducted by an academic teacher aims to expand knowledge, and funds obtained for conducting it should be properly used.

§ 33

An academic teacher follows the principles of co-authorship (including the participation of students) of publications and does not allow the transfer of authorship of a scientific paper to another person or accept transferred authorship.

§ 34

An academic teacher follows the principles of good scientific practice and avoids conflicts of interest when evaluating scientific papers, research projects, and proposals, and undertakes academic supervision, preparation of reviews, opinions, and expert assessments only within their field of specialization, based on their scientific experience and competencies.

§ 35

1. Reviews prepared by an academic teacher are objective and contain full justification in their content.
2. Reviewers, until the publication of the work, may not use the findings contained in the evaluated text.

§ 36

If research involves human participants, an academic teacher must respect their dignity and autonomy, make every effort to ensure their physical and mental health safety, and respect

the principle of voluntary participation and informed consent, as well as the principles of Good Clinical Practice (GCP).

§ 37

An academic teacher adheres to the ethics of research conducted with the use of animals. In the case of activities involving the natural environment or cultural assets as research objects, they should be treated with due care and efforts should be made to leave them in an unaltered state.

§ 38

Regarding the scientific papers of other authors, an academic teacher adheres to the principle of kindness presenting constructive criticism, while at the same time maintaining a critical approach to their scientific achievements. An academic teacher keeps reliability in citing their own and others' works, reasonably applying the principle of fair use.

§ 39

An academic teacher should feel responsible for the scientific development of their colleagues and students, support them with knowledge, experience, and academic supervision.

Chapter 5: Employees of the Medical University of Lublin as Members of the Academic Community

§ 40

An employee of the Medical University of Lublin, as a member of the academic community, should be guided by its good and uphold its authority.

§ 41

An employee of the Medical University of Lublin, as a member of the academic community, presents ethical values and fosters solidarity with other members of the community through their attitude and behavior.

§ 42

An employee upholds the reputation of the Medical University of Lublin and fosters a positive atmosphere in the workplace.

§ 43

In relationships with colleagues, an employee is guided, in particular, by principles of honesty, respect, kindness, tact, camaraderie, and equality. An employee prevents all forms of discrimination against colleagues.

§ 44

An employee uses the material resources of the Medical University of Lublin properly and takes care of them.

§ 45

In the workplace, an employee avoids conflicts of interest and prevents nepotism and favoritism.

§ 46

All forms of harassment and discrimination against students and colleagues in the form of autocratic team management styles and creating an uncooperative atmosphere by encouraging dishonest competition in the workplace are considered reprehensible.

§ 47

An employee diligently and conscientiously performs their professional duties.

Chapter 6: Attitude of University Authorities and Heads of Organizational Units

§ 48

University authorities and heads of organizational units safeguard the values of the academic community and bear special responsibility for ensuring ethical conduct among their subordinates, setting an example through their own attitude.

§ 49

University authorities and heads of organizational units must not participate in actions that undermine the prestige of the University, nor should they engage in activities that weaken its competitiveness and image.

§ 50

University authorities are obliged to represent the highest ethical standards through their attitude, especially in fostering good customs in the process of transferring and taking over all managerial and administrative functions within the University.

§ 51

Due to their social position and roles, University authorities and heads of organizational units are particularly responsible for responding to irregularities in their surroundings, opposing all forms of academic, social, and corrupt pathologies, as well as various forms of pressure.

Chapter 7: Academic Practices in Employment and Supervisor-Subordinate Relations

§ 52

When formulating competition requirements, criteria that favor candidates should be avoided to prevent suspicions of creating preferences for a particular person.

§ 53

The recommended conduct for individuals seeking employment or promotion in a competition process (including for managerial positions) is to inform their supervisor about this intention.

§ 54

It is the supervisor's duty to systematically oversee the scientific and didactic development of employees and to continuously motivate them to achieve further academic degrees and titles.

§ 55

In supervisor-subordinate relations, principles of honesty, respect, kindness, and cooperation should apply.

§ 56

A supervisor does not exploit their position, office, or relationships with employees to coerce unethical behavior, particularly behaviors that carry signs of mobbing, intimidation, psychological or physical violence, and harassment.

Chapter 8: Employee of the Medical University of Lublin in the Public Space

§ 57

The public activity of an employee of the Medical University of Lublin serves primarily the dissemination of knowledge. In this area of activity, they should adhere to principles of reliable and ethical conduct.

§ 58

An employee of the Medical University of Lublin does not sacrifice scientific honesty and impartiality to achieve their own goals and benefits.

§ 59

When appearing in the public space, including the virtual space, an employee separates the formulation of private opinions from the official position of the Medical University of Lublin.

§ 60

An employee of the Medical University of Lublin upholds the good image of the University and promotes it in their environment.

§ 61

An employee of the Medical University of Lublin respects the differing opinions and viewpoints of others.

Chapter 9: Students and Employees of the University in the Virtual Space

§ 62

Given the real-time visual connection, the lecturer and the student should ensure proper preparation and appearance. Proper attire is required, appropriate to the nature of the meeting (lecture, seminar, practice, meeting, business meeting).

§ 63

1. In justified cases, indicated in legal acts, employees may record the course of classes for educational purposes, assessments, or exams using audio or video recording devices only after obtaining prior consent from the participants of the intention to start the recording and the purpose of the recording.
2. The recording is accessible to students participating in the given class, assessment, or exam after submitting a request.

§ 64

It is prohibited to broadcast the course of didactic classes conducted at the Medical University of Lublin using transmission media without the consent of the instructor, students, and the dissemination of the images of patients, the instructor, and students on social media without their expressed consent.

§ 65

It is inappropriate to symbolically or verbally present non-academic content unrelated to the subject matter of the classes, especially content of a political or discriminatory nature, in the background.

§ 66

In the virtual space of the Medical University of Lublin, the use of spamming, trolling, cyberbullying, flooding, or cross-posting is unacceptable.

§ 67

In official correspondence, students and employees of the Medical University of Lublin use polite language, free of vulgarities, devoid of abbreviations that may be incomprehensible,

and apply courteous forms of address, such as greetings and farewells appropriate to the degree of familiarity with the recipient.

Chapter 10: Procedure for Reporting Violations

§ 68

A person who has reasonable suspicions that behavior inconsistent with the Code has occurred is obliged to report the violation to the head of the organizational unit where the reporting person is employed, or to the head of the organizational unit where the violator of the Code is employed, the appropriate Dean, or the Rector.