



University of Veterinary and Pharmaceutical Sciences Brno
RECTOR

In Brno, 20 August 2018
Ref. no 9110/18/441

Rector Directive No. ZS 13/2018
Ethic Code of UVPS Brno

Article 1

Introductory Provisions

This Directive of ethical behaviour of employees and students at the UVPS Brno shall adapt the principles of ethical behaviour of employees at the UVPS and in their faculties when performing their activities within the premises of the UVPS or outside it.

Article 2

Joint principles

All employees and students at the UVPS Brno and in their faculties have to keep the following rules during their activities performed at the UVPS Brno or outside it:

- a) to follow all laws and other legal documents and internal directives of the UVPS Brno or their faculties, to respect moral principles and rules, follow all the enactments of academic pledges, respect the principles of academic cooperation and principles of collegiality and keep the basic rules of human relations and decent behaviour,
- b) to refuse discrimination on the basis of race, ideology, religion, national membership, gender, sexual orientation, physical or mental handicap,
- c) to deal every time honestly and fair and to try every time to avoid unfair or non-ethical behaviour,
- d) not to defend or not to shield any non-ethical behaviour and dealing, neither in the case that such behaviour or dealing would be justified by purpose-built utility, obedience or loyalty,
- e) to defend the freedom of word and critical thinking, independent and autonomous research, liberal exchange of opinions and information,
- f) not to use the academic background for exerting interests of political parties, and movements,
- g) to respect and esteem the UVPS Brno and not to cause anything what may discredit its prestige in the academic community and in general public,
- h) to care of the university properties and use it properly, not misuse it for private purposes or for the profit of the third parties,
- i) to respect the working place in a corresponding way where there is performed educational, scientific, research and creative work and if the same or similar work shall be performed in the working place the superior shall be completely and fair informed about it,
- j) if the member of the academic community accepts some academic position, membership in the academic body or some senior position, then the member shall exert it properly and



honestly and responsibly and he shall negotiate with awareness that the acceptance of higher responsibility is also bounded with the commitment to follow this ethical code particularly consistently.

Article 3

Principles of pedagogical work

The academic worker has to keep the pedagogical principles as follows:

- a) to pass on his or her knowledge, experience and skills willingly,
- b) to try to act not only by superior work but on any circumstances also by personal attitude and to follow the stated rules of teaching carefully,
- c) to devote fully and initiatively to collective and individual education and preparation for students, to help the development of individual and critical thinking, to support student's qualification growth and professional development, to help with establishing external contacts including international ones,
- d) to deal with students every time on the basis of objective, correct, demanding but sensitive evaluation of their skills, knowledge, diligence and other personal characteristics and to apply in the relationship towards students every time colleague way of dealing,
- e) to act in the classification of study results equitably, fair, transparently and objectively,
- f) to communicate to students in an open and correct way, not to resort to their undervaluation, humiliation, non-moral behaviour pressure or any disesteeming,
- g) not to ask for any activities of students which belong to their own duties, not to take any possession of their work and results achieved by students,
- h) to act in such a way that the students shall not perpetrate any plagiarism and cheating and not to misuse the results of their work or work of teachers and others.

Article 4

Principles for scientific and creative work

The academic, scientific or other workers at the UVPS Brno shall keep the following rules:

- a) to focus on their research, eventually on other creative activities, on broadening the limits of human knowledge, development of artistic and cultural values, education, technical innovations and every time to pay attention to this that the results shall be used for the society prosperity and not to threaten by these activities his or her colleagues, society, environment and material, cultural and ethical values,
- b) to realise his or her own responsibility for objectiveness, reliability and accuracy of research and to respect the limits of used methods,
- c) to pay attention to completeness, verifiability and objective interpretation when publishing own knowledge or results and after the publication of the results there shall be kept the primary data and documentations within the standard period in this particular specialization if any legitimate commitments or provisions do not protect them,
- d) to pay attention to purpose end effective usage of financial means provided to him or her for research or any other creative activities,



University of Veterinary and Pharmaceutical Sciences Brno
RECTOR

- e) not to duplicate the research performed anywhere only if it is necessarily needed for their verification, completion or comparison of results,
- f) to convey results if they are not subjected to any legitimate secrecy of scientific or professional reasons,
- g) the results as the author or co-author shall be presented only in such a case if they were achieved only by the author or if he or she contributed on them in a substantial creative way,
- h) to respect objectivity the contribution of colleagues or previous colleagues, by citation every time to state clear and precise reference to relevant source and to avoid consistently any form of plagiarism,
- i) to quote also substantial works which are not in accordance with his or her results and opinions,
- j) not to fragmentise results uselessly into more publications for the reason to increase its number,
- k) if there occur any errors in his or her publication there shall be undertaken all the possible measurements to its correctness and not to try to mask them,
- l) to carry out only agreed assessment, recension or other evaluation work personally, independently and carefully,
- m) to protect intellectual property of authors within evaluated handwritings, project proposals and reports, not to use data contained in evaluated materials for any other purpose as for elaboration of particular expertise, and not to provide them to any other third party,
- n) not to delay intentionally the evaluation time for the reason to achieve his or her own profits or profits for the third part,
- o) to refuse to work out any scientific or research standpoints if its conclusions might be influenced by his or her own interests, or to point out to this fact clearly and to avoid any conscious conflicts of interests,
- p) within assessment or opponent's procedures or reviews to come out only from objective criteria if it is possible and to keep the rules of the submitter and to require the same from other participants within this procedure.

Article 5

Principles for study activities

The student shall keep the following principles:

- a) to participate in his or her education, to use his or her rights and to fulfil duties connected with studies and to try actively to obtain maximum knowledge, experience and skills in the area he or she decided to study,
- b) to respect teachers and other students and not to distort teaching by his or her behaviour,
- c) not to cheat and not to allow or tolerate cheating of other members of the academic community,



University of Veterinary and Pharmaceutical Sciences Brno
RECTOR

d) by citation to state clear and exact references to relevant source and consistently to avoid any form of plagiarism.

Article 6
Ethical commission

To evaluate the incentives regarding the observance of the Ethical code there shall be set up the Ethical commission. Details related to the Ethical commission and related the acceptance of incentives is modified accordingly to the Rules of Procedure of the Ethical Commission at the UVPS Brno.

Article 7
Final provisions

- (1) Tato Directive comes into the effect on the day of its release.
- (2) The gestor of this Directive is the Vice-Rector for education.

Prof. MVDr. Alois Nečas, Ph.D., MBA
Rector