



---

## University of Mohamed Khider

**Teacher:** Dr. Youcef LAALA

**Subject:** Deontology & Ethics/ **Grade:** Master 1 LMD Lit and Sc.Language/ **Date:** November 2021/ **Multiple days lesson.**

**Description of the Content:** Theoretical.

**Learning Outcome:** At the end of the lesson, learners would learn about Academic Ethics & their implementation in both academic & professional context

**Curriculum Connection:** Semester 1

**Instruction:**

1. **Engagement:** Introductory question(s) to check students' knowledge about the subject matter
2. **Teaching Methodology:** Communicative Approach
3. **Practice activity:** Related Terminology/ Comprehension questions/ Situation simulations

**Materials & resources:** Grigore T. Popa" University of Medicine and Pharmacy Iasi Code of Ethics 2011

**Assessment Strategies:** Information recall/ Debate/ Classroom discussions

---

### **The Code of Academic Ethics and Professional Deontology**

**1/ Definition:** The present Code aims to guide the professional conduct of all members of the academic community.

It includes 3 objectives:

- to promote the personality and to consolidate the individual status,
- to promote organizational culture and to consolidate the professional status,
- to assume the individual and institutional responsibility based on public interest.

**2/ The values:**

The values promoted in the present Code are justice, equity, equality of chances, dignity, individual and academic freedom, intellectual property, professional and moral integrity, honesty, integrity, sense of duty, public responsibility etc. These values correlated to the universal principle of doing no harm. The institution (university) protects these values and sanctions any attempt to

fence their promotion in the context of the university autonomy, transparency and public responsibility.

### **3/ Implementation**

The Code of Ethics contains all the compulsory conduct norms, acting as a moral contract among the members of the academic community – students, teaching and non-teaching staff – meant to contribute to the cohesion of its members, to the establishment of a cooperation and competition environment, to the rise of the prestige of the university.

The provisions of the present Code, both those that define the moral rules and those that are related to the technical and behavioral aspects of human relations, are obligatory for all members of the academic community.

This present code defines the main ethical and professional norms of conduct that the members of the academic community agree to observe, along with their penalties, in case of violation.

The Code of Academic Ethics does not replace the legal provisions and regulations or the requirements of other codes or regulations. The aim is to outline the area between law and ethics. This code correlates the mere contractual relations with trust, emotional engagement, and responsibility and protects the members of the academic community from unfair opportunist conducts.

The Code of Academic Ethics contains both obligatory norms whose violation results into disciplinary / administrative sanctions and, depending upon the context, desirable norms whose violation would result into disciplinary sanctions, but only into ethical ones. Thus, politeness is a desirable way of conduct, worthy of all respect, but legally, it is not obligatory. Impoliteness, provided it takes the form of the insult or outrage, can be sanctioned only ethically.

### **4/ General Principles**

The values and principles promoted in the academic environment are:

- Academic freedom
- Integrity

- Personal autonomy
- Justice and equity
- Merit
- Professionalism
- Competence
- Intellectual honesty and integrity
- Transparency
- Respect and tolerance
- Professional and social responsibility
- Faithfulness (loyalty).

**Note:** Each member of this academic community, through the activities he / she may carry on, must observe all these values, becoming aware of their necessity and usefulness.

### **Academic freedom**

1) Academic environment free of any form of political, religious or economic pressure or constraints, except for the scientific, legal or ethical constraints.

2) The academic freedom ensures the right of each member to express his / her scientific and professional beliefs during courses, seminars, conferences, debates, but also in the works publicly defended or published.

3) The members of the academic community are protected against censorship, manipulation, persecution while meeting the scientific standards and professional responsibilities.

4) Any member of the academic community must protect the liberty of all the other members based on the respect for difference

5) The university encourages:

- the critical approach
- the intellectual partnership and collaboration, irrespective of the person's political or religious views

6) The Academic community promotes those activities that give the opportunity to all its members to achieve their academic objectives of training, education, formation and research.

7) All the university members have to be correctly informed in order to communicate pertinently, critically and without censorship all the academic or administrative problems of the community.

### **Integrity**

1) The Academic community views integrity as a fundamental principle, aiming to protect the individual integrity of all the members of the academic community, both at the levels of leadership structures and of the executive ones.

2) The Academic community views honesty, integrity and probity as first-rate moral standards.

3) The members of the Academic community have to carry out their profession with honesty, goodwill and responsibility, observing the law and acting according to the requirements of their profession, meeting thus the legitimate ethical objectives of the university.

4) The moral integrity requires each member of the academic community to avoid any situation susceptible of generating doubts with regards to his / her integrity, and especially to avoid conflicts of interest.

5) Within the university, the members of the academic community are forbidden to demand or accept, directly or indirectly, any kind of moral or material favor, or to take part in illegal activities or engagements that may discredit their profession or public entity they belong to.

6) The Academic community protects the right to intellectual property, the benefits being awarded to those who contributed to the creation of the intellectual property.

7) Within the sphere of relationships among the members of the academic community in the university and the university collaborators (students, M.A. students, Ph.D. students, other categories of students, and members of the administrative personnel), the following are considered violations of integrity:

- a. Demanding or accepting any kind of favor, including sexual favors.
- b. Demanding or accepting gifts or other material goods.
- c. The borrowing from or lending to of money from teacher and students
- d. The teaching personnel demanding money or gifts from the university collaborators / students, from their husband / wife or from a relative up to the third degree
- e. Offering some liberties or facilitation to the collaborator / student or relatives

**Note 1:** The students' academic integrity consists in the avoidance of any fact or deed that would violate the correct and rigorous assessment (the fraud or the attempt to fraud the exams) or would impede the good carrying out of the teaching process by the deterioration, deliberate devastation, the replacement of apparatus, didactic materials, courses, specialized magazines or electronic data.

**Note 2:** The **conflict of interest** arises when the personal interests of a member of the academic community (faculty, student, member of the administrative personnel) clash with his / her professional duties or are prone to affect the autonomy and objectivity necessary for the fulfilling of the above-mentioned duties.

**Note 3:** In any situation with potential for conflict of interest, the person in question has the obligation to notify the university management and to restrain from any decision making which may generate or suggest a conflict of interest.

### **Personal autonomy**

- 1) Academic community promotes a favorable environment for personal autonomy.
- 2) Each member of the academic community is free to make decisions regarding his / her own academic and professional career. To this end, the university guarantees informed agreement on programs, competitions, study and research opportunities and ensures that each university member makes decisions regarding his / her own academic and professional career.

### **Justice and equity**

- 1) The members of The Academic community will be treated fairly, correctly and equitably. Direct or indirect discrimination or exploitation will fall outside the academic principles.
- 2) Justice is based on the correct and equitable distribution of power and on the prevention of power abuse.
- 3) The Academic community adopts resolute measures to promote the non-discrimination and equal opportunities regarding access to study, employment and programs, in order to prevent conflicts of interest, corruption, preferential treatment and nepotism.

**4)** The Academic community forbids the unequal treatment of a person which pursues or leads to the violation or limitation of the respective person's rights based on race, age, disability, sexual orientation, nationality, status or background, except for the affirmative statutory measures.

**5)** The non-discrimination policy covers all the university activities: students' admission and registration, their academic evaluation, the employment and evaluation of the teaching and auxiliary teaching personnel, professional promotion, promotion to leadership positions, the access offered by the University Regulations

### **Merit**

**1)** The Academic community guarantees the recognition, encouragement and reward of personal and group merits conducive to the accomplishment of its institutional goals, such as:

- the commitment to profession and study, to the institution and the members of the academic community,
- the creativity, talent, efficiency and performance.

### **Professionalism**

**1)** The Academic community encourages the establishment of an environment fit for competence, professionalism and competitiveness. All these can be achieved by developing high-standard academic progress conducive to knowledge development, the training of high-performance specialists and the rise of research prestige.

**2)** The Academic community supports and rewards the excellence, quality and professional merits of the activities carried out by its employers and students.

**3)** The Academic community encourages the belief in the autonomy of professional decisions and the carrying out of one's profession, discouraging imposture, amateurism, superficiality, disinterest and limitation.

**4)** Professionalism is characterized by:

- professional excellence;
- the identification with the specialization and with those belonging to the same field (the academic and research career become elements of personal identity);
- commitment to the academic career as a significant part of life (prestige can be achieved in time, but it does not rely on seniority exclusively);

- collegial solidarity and loyal competition with those belonging to the same field and university.

## **Competence**

Competence can be achieved by developing high-standard academic progress conducive to knowledge development, the training of high-performance specialists and the rise of research prestige.

**1)** The University supports and rewards scientific, artistic, professional, pedagogical, managerial and administrative excellence.

**2)** Each member of the academic community is accountable, in the context in which he / she performs his / her duties, for the quality of the educational process.

**3)** Any member of the teaching personnel must master the subject he / she teaches, making sure the entire content of the course is up-to-date, representative and adequate to the level of the subject in the curriculum. In this sense, each member of the teaching staff must be informed about the content of the courses in the curriculum before or after his / her course and which are related to it.

**4)** Professional disagreements among members of the teaching personnel should not affect the students' training and results.

**5)** Any teaching person must pay particular attention to the planning and carrying out of courses as scheduled, to the preparation of the teaching materials necessary to students during courses, seminars and laboratories, to holding the established office hours, to guiding the students' drafting of papers (projects, graduation papers or dissertations), to grading and communicating results of grades in due time.

**6)** Adapting one's teaching style to the needs and level of the course is likewise important.

**7)** Any person carrying out his / her activity in the auxiliary department must carry out his / her duties with professionalism, to be oriented towards the continuous improvement of his / her competencies and performances for the benefit of the whole academic community.

**Note :** The following represent violations of the principles of competences:

### **A. Teaching personnel:**

- a) Assigning the courses, seminars and practical courses to persons who lack the appropriate level of scientific training;
- b) Wasting a significant part of the course or seminar on discussions unrelated to the topic at hand;
- c) The intentional misinterpretation of research results in order to substantiate a theory supported by the respective person
- d) Forcing the students to consider exclusively the teacher's point of view or refusing to take into account, despite persuasive arguments, other points of view on the same matter;
- e) The teaching of only one section of the subject, some aspects in which the teacher is interested personally;
- f) Choosing some evaluation methods that are not appropriate to the objectives of the course (for instance, conceiving of some topics that would require to memorize some data, the aim of the course being to acquire the skills in solving some problems);
  
- g) Not granting the student the opportunity to train in order to acquire the competencies requested for the course and assessed during the final examination.

### **B. Auxiliary personnel:**

- a) the unfair assignment of some tasks to people who lack the required skills;
- b) the incorrect or incomplete description of some assignments;
- c) the incorrect verification of assignments.

### **Honesty and intellectual integrity**

- 1)** The Academic community protects the right to intellectual property
- 2)** The intellectual property refers to inventions, innovations and copyright for various categories of papers, be they scientific, psycho-pedagogical or didactic.



**3)** The benefits and rewards will be given to those who are the producers of the intellectual property. Those who took part in the whole process of the research program (both teaching and auxiliary staff) whose results become public have to be acknowledged out of professional honesty.

**4)** Any form of intellectual fraud is forbidden:

a) **total or partial plagiarism**, misappropriate use of ideas, methods, procedures, technological scientific results, the research results made by another author, no matter how they came from, along with the partial or total retaking of a material made by a different author, without mentioning the source and presented as personal creation.

We do not consider plagiarism the use of short phrases and definitions, these being considered by the Board of Ethics as part of the basic notions.

b) **cheating** in exams or contests.

c) the “fabrication” of results / required situations, or the utilization of invented data in a research or experiment, the intentional modification of data in an experiment or research, quoting inexistent articles, submitting the same paper in more exams (self-plagiarism).

d) the substitution of papers or identity in exams.

e) the use of colleagues’ papers .

f) attempts to fraud, offering money, gifts or other services to the academic members in order to:

- Deliver services established in the job description to persons who are entitled to receive them;
- Influence the evaluation, employment or promotion process.

## **Transparency**

**1)** The Academic community complies with the principle of transparency regarding all categories of information, activities and resources which concern the members of the academic community, potential candidates, graduates, institutions with which it collaborates or the public, ensuring a correct and substantial information within the law (and / or of the present contract).

**2)** Transparency can be seen in all the processes of admission, evaluation, employment, promotion and utilization of university resources. All this information is published on the institution's website.

**3)** The University forbids the forgery or mystification of the information to which its members and the public are entitled.

**4)** The following should not be made public:

- a) classified information
- b) personal data
- c) data legally considered as confidential

**5)** Students are entitled to receive information regarding the evaluation criteria for written and oral exams in the beginning of each course (seminar, workshop etc), as well as the explanation for their results.

### **Respect and Tolerance**

**1)** The Academic community promotes the establishment of an academic and residential community within which the dignity of each member is respected in a climate free of any form of harassment, exploitation, humiliation, pressure, threat or intimidation.

**2)** The University complies with the value of tolerance towards differences among people, opinions, beliefs and intellectual preferences.

**3)** The promotion of misogynist, racist, nationalistic, xenophobic, homophobic attitudes or sexual harassment are forbidden.

**4)** Students must respect the authority of the teaching research and auxiliary personnel, as well as the administrative structures of the University and of the faculties.

**5)** Within the University inappropriate behavior is considered any action that prejudices someone's dignity or creates a hostile, degrading, humiliating or offensive atmosphere.

## **Social and Professional Responsibility**

- 1) The academic community encourages its members to stand out by becoming involved in professional and public problems. Likewise they should display collegiality, responsible civism and a respectful behavior in order to promote the university prestige.
- 2) All the members of the academic community are guaranteed the right to publicly criticize, based on real facts and arguments, the violation of professional and quality standards of the university members and collaborators.
- 3) Disinformation, defamation and public denigration of the institution programs and personnel by the members of the academic community are forbidden.

## **Faithfulness (loyalty)**

- 1) Faithfulness (loyalty) towards the Academic Community is an obligation of honor for all the members of the Academic Community. It is repaid both in material and in moral terms.
- 2) Disloyal competition is an attitude that the Academic Community firmly condemns. Thus, didactic activities at other universities may be conducted only with the approval of the University Management, according to the University Charter.
- 3) The members of the Academic Community have the duty to loyally defend the University reputation, avoiding any deeds which may prejudice the University image or interests.
- 4) The following constitute breaches of the loyalty obligations:
  - a) Engaging in actions meant to lead to the loss of possession or non-possession rights legally obtained by the University;
  - b) Advising students, during didactic activities, to abandon the courses of the University in favor of another educational establishment;
  - c) Engaging in activities outside of the University which, according to the law, constitute disloyal competition;
  - d) Engaging in activities meant to discredit the University of gravely affect its image and reputation;
  - e) Publically expressing views which do not accurately reflect the University's real activity;
  - f) Making unqualified comments about ongoing litigations involving the University as one of the parties;

g) Disclosing information which is not public in other conditions than those provisioned by the law;

h) Disclosing information accessed in the process of fulfilling obligations, provided the disclosure may lead to undeserved advantages or it may prejudice the University image or rights;

i) Offering assistance and counseling to individuals (including with legal identity) seeking legal or other actions against the University.

### **Research Ethics:**

Research Ethics is defined here to be the ethics of the planning, conduct, and reporting of research.

It is clear that research ethics should include:

- Protections of human and animal subjects.

However, not all researchers use human or animal subjects, nor are the ethical dimensions of research confined solely to protections for research subjects. Other ethical challenges are rooted in many dimensions of research, including the:

- Collection, use, and interpretation of research data;
- Methods for reporting and reviewing research plans or findings;
- Relationships among researchers with one another;
- Relationships between researchers and those that will be affected by their research;
- Means for responding to misunderstandings, disputes, or misconduct;
- Options for promoting ethical conduct in research.

For the purpose of this resource, the domain of research ethics is intended to include nothing less than the fostering of research that protects the interests of the public, the subjects of research, and the researchers themselves.

The End.