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THE CODE OF ETHICS AND INTEGRITY OF THE ACADEMY „STEFAN CEL MARE” OF MIA OF THE REPUBLIC OF MOLDOVA

Preamble

Being established in 1990 the Academy “Stefan cel Mare” of MIA is a fundamental unit of higher education, an essential component of the educational system, and, at the same time, an institution top ranking in contemporary society. It accumulates processes and transmits a volume of impressive information, providing young people with specialized knowledge, changing their meaning of life and their social role.

In this context, the Academy during the years of activity has contributed to the development of science and national culture, to hoarding and dissemination of civilization and culture values, to training and upgrading of highly qualified human resources.

Thus, the Academy “Stefan cel Mare” of MIA of the Republic of Moldova shares The Lima Declaration on Academic Freedom and Autonomy of Institution of Higher Education (1988), The Magna Charta of European Universities (Bologna, 1988), adheres to the International Association of Universities and to the Bologna Declaration (1999). At the same time, the Academy is attached to the tradition of free thinking, academic freedom, recognition of human rights and fundamental freedoms, political pluralism, democracy and the principle of the rule of law.

This code is a moral contract between the members of the academic community (student, professor, administrative and auxiliary staff) contributing to the development of academic integrity and advancing of the institutional prestige.

At the interference of morality and law, the Code of University Ethics and Integrity is an orientation tool, of improving intervention, for evaluation of the morality of university community members’ actions, based on good standards for everyone but also for society, conciliating: competition and cooperation, individualism and mutual assistance, coercion and free will, in the purpose of protection both the freedom and dignity of the person, as well as the public good.

The Code contains compulsory rules, the non-compliance of which entails disciplinary / administrative or legal sanctions.

Imprinting the consistency of defining ethical positions by inadequate behavior disapproval, considering as a background the legal framework, this Code insures a moral behavior of the academic community's members of the Academy "Stefan cel Mare" by promoting of appropriate institutional culture, based on a totality of rights and liabilities deriving from relevant values and guiding rules, applicable in concrete situations to affirm a harmony social interaction, which would strengthen the performance framework, positive and effective fructification of professional and human potential of all employees of the institution.

Chapter I

General principles

Art.1. The Code of Ethics and Integrity of the "Stefan cel Mare" Academy has been elaborated in accordance with the provisions of the Constitution of the Republic of Moldova, of labor and education legislation, respecting human rights and honoring employees' responsibilities.

Art.2. The Code of Ethics and University Integrity has been developed in relation to the values, principles and general professional ethical norms of: academic freedom, personal autonomy, justice and equity, respect and tolerance, professionalism, deserts, transparency, professional and social responsibility, honesty and intellectual correctness, goodwill and attention.

Art.3. It is a document with a guide function for moral-professional relationships among students, masters and doctoral students, professors, auxiliary teaching staff, non-teaching staff and the university community as a whole, as well as for the relations between the members of the university community and external collaborators.

Art.4. The present Code aims to promote the framework of: fairness, trust, collegiality, politeness, discretion, solidarity to foster the creation of harmony between academic components – didactic and research, but also of all university activities in general, all contributing to maintaining of the moral profile of society, with the right impact on extracurricular life.

Art.5. This Code reflects the ethical vocation of the Academy "Stefan cel Mare", as an institution engaged to respect the rigors of national standards in order to promote the values and norms of the academic ethos – of fairness and respect, of responsibility and hierarchical subordination, of defending the dignity and integrity of the person, of the development of citizenship and equality.

Art.6. The provisions of this Code apply to all members of the academic community within the Academy, including: teaching staff, auxiliary teaching staff, research staff, non-teaching staff, students, master students, doctoral students and other members of the academic community.

Art.7. (1) “Stefan cel Mare” Academy of MIA is an apolitical institution. Affiliation of any member of the university community to a political party is a strictly personal option and does not imply the institution and its subdivisions. (2) The membership of the university community does not in any way limit the political activities of its members, as private individuals outside the Academy.

Art.8. Any form of discrimination is prohibited in Academy, including within the framework of: admission and enrollment of students, their academic assessment, employment and evaluation of the teaching staff, of the institution’s employees, promotion in governing bodies and positions, access to the rights offered by the University Charter.

Chapter II

The rights and obligations of members of the academic community

Art.9. The members of the academic community of the Academy “Stefan cel Mare” have rights and obligations deriving from the general legislation in force, Charta and Regulations of the University, as well as from the provisions of the individual and collective labor or study contract.

Art.10. “Stefan cel Mare” Academy guarantees respect of human rights and ensures equal rights for all members of the university community, based on the principles: of non-discrimination and equity, equal opportunities and treatment, promoting of personal autonomy, transparency of correct information and access to material resources and services. For these purposes, the conflict of interests will be eliminated; the overcoming and/or resolution of tense situations will be pursued; prevention and combating of all forms of the corruption; favoritism, deception; protection against abuse; as well as actions of denigration, defamation, revenge.

Art.11. (1) The Academy encourages, promotes and protects performance in teaching, research, cultural and sport activity; ensures merits recognition, creativity that contributes to the growth of institutional prestige; ensures qualitative appreciation and ranking according to the achieved results.

(2) The Academy defends the right to intellectual property, cultivates loyal competition to the specialized area and to the institution, as well as the professional cooperation between teachers, students, master students, doctoral students in didactic and research activity.

Art.12. (1) The institution protects the privacy rights of its members.

(2) Members of the academic community are called upon to contribute to avoiding and, where appropriate, resolving conflict situations (personal, material, role, within the institution, as well as in external collaborations).

Art. 13. Each member of the academic community has the duty to participate in the institution's educational and research activities, as well as their organization and leadership; has the right to choose research and study subjects, to interpret and reevaluate the results of the research, helping to increase the degree of competitiveness of academic programs.

Art.14. (1) The members of the university community have ensured full freedom of thought, conscience and expression in professional activity, by exercising and respecting personal autonomy.

(2) Members of the academic community can join in trade unions for the purpose of defending the rights provided by the law; have the right to set up or become part of scientific, cultural and sports associations, national and international, to the extent that this does not negatively affect the prestige and image of the institution.

Art.15. Members of the academic community have the following duties:

1. To observe the provisions of the laws under which they operate, the Labor Code, the University Charter, the Internal Regulations, as well as the orders of the Academy, the provisions of the faculties, departments and chairs;

2. To respect the order, morality, personal honor and the rights of others, both inside and outside the Academy;

3. To ensure the development of a climate of civility, mutual respect, recognition and appreciation of individual dignity, goodwill, tolerance, care, solidarity, attachment to the institution and the values it promotes;

4. To fulfill properly the teaching, study and service duties in accordance with the principle of professionalism;

5. Teaching staff must demonstrate scientific and psycho-pedagogical qualities, objectivity, spirit of justice, fairness in the process of teaching-learning, research and publishing, performance evaluation;

6. Teachers and research staff must respect the principle of intellectual property, to specify personal contribution to a collaborative research, to use the information by correctly quoting and indicating the source of documentation;

7. Teaching staff, auxiliary and non-teaching staff are obliged not to receive, not to offer or to tolerate the use of illegal means in the course of their activity;

8. Students are required to respect the authority of teaching, research and non-teaching staff, as well as the authority of the governing bodies of the Academy and faculties;

9. Students are under the obligation not to receive, not to offer or to tolerate the use of illegal means during the examinations, preparation of papers, bachelor's and dissertation papers; not to commit intellectual deception;

10. Students are forced to use the patrimony of the Academy in a civilized manner; not to damage the material base in the classrooms and seminar rooms, laboratories, libraries, hostels, canteens, sports grounds, recreational areas;

11. All members of the university community are required to respect the Rules for use of the internet network and computer network of the Academy;

12. Members of the academic community must abstain from committing of any deeds that may affect the prestige and image of institution;

Art.16. Loyalty to the Academy implies the obligation of each member of the academic community to support its objectives, strategies and policies in order to achieve the mission and increase its competitiveness.

Art.17. Infringements of the loyalty obligations are the following:

a) carrying out of activities meant to lead to financial damages, the loss of patrimonial or non-patrimonial rights, legally acquired by the Academy;

b) encouraging of students to drop out the university education in the context of teaching activities in favor of another educational institution;

c) engaging in actions that, under the law, constitute unfair competition;

d) carrying out of actions to discredit the Academy or seriously affect its image or prestige;

Art.18. Members of the academic community as well as auxiliary teaching staff and non-teaching staff may not participate in the following activities involving their spouses or relatives up to IV grade inclusively, or not blood relatives of III grade inclusively:

a) admissions competitions;

b) student assessment activities (examination boards);

c) guiding of bachelor and dissertation papers;

d) conducting of doctorates;

e) evaluation activities of teaching, auxiliary teaching and non-teaching staff;

f) job contests;

g) commissions for analysis and reception of works from scientific research contracts;

h) commissions of disciplinary research, ethics and control;

i) commissions for awarding of scholarships, prizes, rewards, titles and honorary degrees;

j) procurement commissions.

Art.19. Members of the academic community must demonstrate scientific and professional competence, as well as moral qualities to ensure the objectivity of the contests, so that, employment and evaluation of the activity of the members of the academic community as well as other categories of staff to be done on the basis of authority and professional and moral quality.

Art.20. Any activities that offend the denominations that function legally in our country are forbidden to be carried out on the territory of the Academy.

Chapter III

Deviations from the Code of Ethics and Academic Integrity and their sanctioning

Art.21. Deviation from the Code of Ethics and Academic Integrity are considered to be sanctioned beyond the fault of guilty breach of service obligations and behavioral, and are the following:

- a) fraud in any form of teaching, training and education, scientific research and other activities in the Academy;
- b) corruption and its favoring (beginning with bribery, to trafficking of influence, taking of money, services, gifts);
- c) destruction, alteration or falsification of the documents and databases of the Academy, as well as their use for illegal purposes;
- d) providing of false information for the leadership of the Academy;
- e) obstruction of training and education, scientific research, administrative or any function of the institution;
- f) any form of physical or moral aggression;
- g) any form of favoritism;
- h) obtaining, claiming or not refusing of undue advantages;
- i) participation in teaching activities and scientific manifestations under the influence of alcohol;
- j) performance of duty under the influence of alcohol;
- k) the use of language contrary to the academic spirit;
- l) unauthorized entry into the areas where access is regulated by special measures;
- m) practicing of indecent, insulting or obscene attitudes and behavior;
- n) unauthorized use and provocation of guilty damage to the patrimony of the Academy;
- o) public denigration of staff or institution by the members of the academic community;

- p) abusive use of the membership of the academic community;
- q) organizing and conducting of political activities within the Academy, as well as using the name; human, financial and material resources for partisan political purposes;
- r) any form of discrimination.

Art.22. (1) Any form of plagiarism is prohibited and sanctioned. Plagiarism means the full or partial appropriation by a person of a literary or scientific work, of ideas belonging to another person and their presentation as personal creation.

(2) It is forbidden to abuse the socio-professional status / hierarchical position in exploiting the results of the scientific work of other professionals, as well as violation of the intellectual property right will be sanctioned.

(3) This Code of Ethics and University Integrity does not complement the application of the provisions of the Codes for Scientific Research.

Art.23. Sexual harassment of the employees of the Academy is forbidden and sanctioned, as well as students, doctoral students, master students and study candidates. Among other things, this also includes the following facts:

- a) conditional appointment, positioning, admission or evaluation of staff within the Academy, students, master students, doctoral students, obtaining sexual favors;
- b) behavior or attitude of a sexual nature, implied or explicit, physical or verbal, aimed to obtain personal advantages;
- c) promoting behaviors that have the intent or effect of creating the embarrassing intimacy, of a hostile or conflicting work environment, or that lead to impairment of the work performance of the employees and students of the “Stefan cel Mare” Academy;
- d) the use of indecent clothing in public relations on the territory of the institution.

Art.24. The inclusion of a certain conduct in the category of sexual harassment is only made after an analysis of the case and the circumstances in which it took place, both within and outside the Academy.

Art.25. Dealing with the use of illicit means by students is a deviation when they are subject to evaluation through exams, colloquia, papers, bachelors, dissertations. Illegal means is any method of preparing the answers requested by examiners outside the knowledge of the students.

Art.26. (1) It is prohibited to own and sell dangerous products in the Academy's premises: narcotic substances, drugs, weapons, explosives.

(2) Marketing and consumption of narcotics, drugs and alcoholic beverages are prohibited in the institution's academic premises.

Art.27. (1) Violation of the provisions of the Code of Ethics and Integrity entails sanctions provided for in the Labor Code, the Internal Regulations or the Academy, the Regulation of teaching and scientific research.

Art. 28. If one of the regulated acts fulfills the conditions for attracting of another form of responsibility, the Bureau of the Senate of the Academy “Stefan cel Mare” has the obligation to notify the competent state bodies.

Chapter IV

Final provisions

Art.29. Compliance with the Code is supervised by the Ethics and Integrity Commission of the “Stefan cel Mare” Academy, consisting of relatively equal parts, including: teachers, students and non-teaching staff. The legal representative of the higher education institution is part of the University Ethics and Integrity Commission.

Art.30. The Ethics and Integrity Commission has the following main tasks:

- a) to develop the Code of Ethics and University Integrity;
- b) to initiate and promote changes and amendments of the Code of Ethics and University Integrity;
- c) to come with own initiative and receive complaints about breaches of the Code of Ethics and University Integrity;
- d) to analyze and resolve complaints and information about deviations from university ethics and integrity;
- e) to submit an annual report to the Senate of the Academy “Stefan cel Mare”.

Art.31. Individual labor contract, respectively individual study contract will include a clause by which the employee or student mentions that has taken note of the provisions of the Code of Ethics and University Integrity and undertakes under his own signature to comply with its provisions.

Art.32. This Code of Ethics and University Integrity has been revised and approved at the meeting of the Senate of the Academy “Stefan cel Mare”, dated **November 7, 2018**, from which it enters into force.

Chairman of the Senate
Doctor of Law, Associate Professor, Valentin CHIRITA
Vice-Rector for Studies and Quality Management