



PRIVATE INSTITUTION OF HIGHER EDUCATION
"AMERICAN UNIVERSITY OF MOLDOVA"

CODE OF ETHICS OF THE AMERICAN UNIVERSITY
OF MOLDOVA



APPROVED
at the AUM
Senate meeting
protocol No. 1 from August 31, 2021

CODE OF ETHICS
of the American University of Moldova
(teacher and staff)

The principles of activity shared by the American University of Moldova (hereinafter referred to as the AUM), lie in the fact that the essence of the acquired knowledge must have humanistic meanings, and the multilateral intellectual development of the personality must be based primarily on fundamental moral values. In this context, the University is committed to the tradition of free thought, academic freedom, recognition of human rights, political pluralism, democracy and the principle of rule of law. This code is a moral contract between the members of the university community (student, professor, administrative staff, assistant), contributing to the development of academic integrity and the uprising prestige of the American University of Moldova.

AUM makes joint efforts to reach the highest levels in perfecting the educational process, exploring and implicitly, expanding the boundaries of knowledge and training of true personalities, able to meet the imperatives of time and become leaders in various spheres of activity, especially in the condition of an increasingly problematic globalization.

Achieving these objectives requires the presence of professionalism, as well as an impeccable moral-behavioral integrity on the part of all participants in the university environment: students, faculty, collaborators.

The Code of Ethics ensures the moral conduct of members of the University's academic community by promoting an appropriate institutional culture, based on a set of rights and duties arising from relevant values and guiding rules, applicable in concrete situations to assert a harmonious social interaction, which would strengthen the framework for achieving performance, and efficient use of the professional potential of all members of the university community.

Starting from the stated premises, the AUM team adopts the following Code of Ethics (hereinafter the Code).

The Code of Ethics sets the fundamental ethical standards for students, faculty members, and all other staff at the American University of Moldova (hereinafter referred to as the University) - a private institution that strives for good interpersonal relationships, progress, and the well-being of the entire community.

The Code of Ethics aims to build and maintain high professional and ethical standards among members of the university community, strengthen loyalty, ensure transparency and social accountability of university activities, and encourage freedom of research, teaching and learning, as well as promoting a positive public image of the University.

I. GENERAL

Article 1

Faculty members, researchers, and students demonstrate their loyalty to the University by respecting the basic principle of implementing and maintaining its fundamental values.

Article 2

The University's fundamental values are as follows: excellence and honesty in teaching and research, autonomy, freedom in scholarship and research, respect for personal integrity, humanism, social fairness, equality, and truth. To implement these values the faculty, researchers, and students strive for integrity and a responsible attitude toward their work, adopt a critical stance, and exercise tolerance and openness to new ideas.

Article 3

Faculty members, researchers, and students uphold the mission of the University by fully and consistently performing their teaching and research activities, by their responsible participation in University bodies, and by acting in accordance with the University's fundamental values outside its environment.

Article 4

The integrity of the University teacher and researcher is mainly expressed through professional excellence and ethical conduct.

Article 5

A responsible attitude towards work is demonstrated by complete and regular fulfilment of work obligations, and by initiative and readiness to engage in other assignments when necessary. Faculty members and researchers exercise a responsible working attitude through their commitment to research as well as by following and contributing to development in their field of research even when the results will not directly affect their career advancement and remuneration.

Article 6

The fundamental aim of faculty members, researchers, and students is intellectual independence, which enables a critical stance towards various issues in the social environment and in research or professional activity. A critical stance is understood as a commitment to constructive criticism and a rejection of any apriorism.

Article 7

Openness to new ideas is the foundation of creativity and one of the key teaching and research virtues. Constructive criticism and responsible acceptance of new ideas ensure a high level of quality and prevent oversimplification and extremism.

Article 8

Tolerance by faculty members, researchers, and students enables critical acceptance of diversity. Advocating values in a responsible way prevents tolerance from turning into indifference and apathy.

Article 9

University loyalty is expressed in the general commitment to maintaining and raising the University's profile and values achieved through teaching, research, and artistic endeavours as well as in publicly representing the University.

Article 10

Any form of discrimination is prohibited in the University, during admission and enrollment of students, academic evaluation, employment and evaluation of teaching staff, University employees, promotion in bodies or management positions, access to the rights offered by the University Charter.

II. TEACHING

Article 11

Academic freedom

Academic freedom is the right and also the fundamental responsibility of faculty members and students. Faculty members exercise their academic freedom through teaching, research, and creative activities, which are aligned with the generally accepted ethical and University standards. Teaching and methods of instruction are based on scientific findings and empirical evidence.

Article 12

Faculty members and students form an indivisible community, with faculty members exhibiting openness and commitment in order to assure students of an encouraging learning environment, while the students contribute their part to the normal course and continuous improvement of the teaching process through their conscientious and responsible work.

Article 13

The aim of instruction is to disseminate knowledge and encourage creative, critical, and responsible thinking.

Article 14

For students, academic freedom means academic autonomy, in which they are committed to reaching their goals through responsible study and personal initiative as well as to adopting responsible conduct in line with the Code of Ethics and generally accepted standards.

III. RESEARCH

Article 15

Honesty in research

Research activities are based on research freedom, academic freedom, personal integrity, and research honesty.

Article 16

Research honesty involves consistent respect of authorship, correct recognition and citation of other scholars' research achievements, the consistent use of appropriate research methods, fair and professionally irreproachable interpretation of results and honest data reporting, and objective examination of research hypotheses.

Article 17

Conducting research

In addition to the regulations in force, researchers at the American University of Moldova adhere to internationally recognized ethical rules and standards that apply to their specific fields of research. This is of particular importance in biomedical research involving human subjects and tissues, as well as other research involving human beings in which the results may affect individuals' status and reputation.

IV. ACTIVITIES AND CONDUCT OF FACULTY MEMBERS, UNIVERSITY PERSONNEL, AND STUDENTS OUTSIDE THE UNIVERSITY ENVIRONMENT

Article 18

When speaking or acting as private persons outside the university, faculty members, University personnel, and students respect the values and ethical standards as defined in this Code.

Members of the University community have the right to join political parties, professional and interest associations, religious communities, and other organizations, and may express their own opinions as private persons. When they speak or act as private persons they avoid potential conflicts of interest so that their activities do not conflict with their responsibilities and duties at the University.

Teaching staff, researchers, and associate members of the faculty who perform political analyses as experts according to academic standards may present their findings either to the general public or during their courses.

Article 19

Political activism or any other form of propaganda on University premises, and exploitation of the teaching process or University funds for political or similar non-academic purposes, represent a serious breach of this Code.

V. ACTIVITIES OUTSIDE THE UNIVERSITY

Article 20

Faculty members and researchers may not perform activities outside the University if these activities hinder the normal course of the teaching or research process at the University.

Article 21

When involved in activities outside the University, faculty members and researchers must abide by the University's fundamental values and the regulations in this Code, especially regarding honesty, critical stance, and the dignity of academic profession.

VI. CONDUCT TOWARDS UNIVERSITY RESOURCES

Article 22

Faculty members, University personnel, and students at the University are obliged to use the equipment, facilities, and financial means they are entrusted with in accordance with their proper purpose and with

due diligence. They must strive to use these resources economically and to the greatest possible benefit to the community.

University resources may not be used for private gain.

VII. ADMINISTRATIVE POSITIONS AT THE UNIVERSITY

Article 23

In their conduct, faculty members and students who hold administrative positions at the University adhere to the highest ethical standards.

They perform their duties in the spirit of the academic tradition with dedication and responsibility, taking into account the long-term effects of the measures they propose and introduce.

They seek to achieve consensus in their decision-making and to avoid outvoting one another.

VIII. THE ETHICS COMMITTEE

Article 24

The University Senate has the right to appoint the Ethics Committee and determine its membership, term of service, and responsibilities.

IX. DEVIATIONS FROM THE UNIVERSITY CODE OF ETHICS AND THEIR SANCTIONING

Article 25

Are considered a violation of the Code of Ethics and are sanctioned, outside of culpable breach of duty and rules of conduct, the following:

- a) fraud in any form in the activity of teaching, learning, scientific research and other activities of the University;
- b) corruption or its favoritism (from bribery acts, to influence peddling, with recourse to money, services, gifts);
- c) the destruction, alteration or falsification of the documents and databases of the University, as well as their use for illicit purposes;
- d) providing false information to the University management;
- e) obstruction of the activity of training and education, of scientific, administrative research or of any function of the University;
- f) any form of physical or moral aggression;
- g) favoritism in any form;
- g) obtaining, claiming or accepting inopportune advantages;
- h) participation in didactic activities and scientific events under the influence of alcohol and performing duties under the influence of alcohol;
- i) the use of language contrary to the academic spirit;
- j) unauthorized entry into spaces where access is regulated by special measures;

Article 26

Plagiarism in any form is prohibited and sanctioned. Plagiarism means the duplication by a person of a literary, scientific creation belonging to another person and their presentation of it as a personal creation. It is forbidden to abuse the socio-professional status/hierarchical position in the exploitation of the results of the scientific work of other professionals, and the violation of the right to intellectual property is sanctioned.

The present Code of Ethics does not replace the application of the stipulations of the codes for specialized scientific research.

Article 27

Sexual harassment of University employees, doctoral students, master's students, students and candidates is prohibited and sanctioned. This stipulation includes, among others, the following facts:

- a) conditioning the employment, appointment, admission or evaluation of the staff of the University, students, master students, doctoral students, for obtaining sexual favors;
- b) the practice of certain behaviors or attitudes of a sexual nature, implicit or explicit, physical or verbal, through which the aim is to obtain personal advantages;
- c) the promotion of conducts which have as intention or effect the creation of an embarrassing intimacy, of a hostile or conflicting work climate, or which lead to the impairment of the work performances of the employees and students of the University;
- d) the use of indecent outfits on the territory of the University.

Article 28

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

Article 29

It is a deviation from the rule for students to use illicit means when they are subjects to assessment through examinations, colloquia, essays, undergraduate papers, dissertations. Any process of preparing the answers requested by the examiners outside the knowledge held by the students is considered an illegal means.

Article 30

It is forbidden to possess and sell dangerous products in the University, such as: narcotics, drugs, weapons, explosives.

The use of narcotics or drugs in the University premises is prohibited.

It is forbidden to sell and consume alcoholic beverages in the academic spaces of the University.

Article 31

Violation of the provisions of the Code of Ethics draws in sanctions provided in the Labor Code, in the Internal Regulations of the University of carrying out the teaching activity and scientific research.

The competence and the procedure for applying the sanctions are those established by the legislation provided for in the previous paragraph.

Article 32

If one of the regulated facts meets the conditions to attract another form of liability, the Senate Bureau has the obligation to notify the competent administrative bodies.

X. FINAL PROVISIONS**Article 33**

Compliance with this Code is overseen by the Ethics Commission of the American University of Moldova, which consists 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 Commission.

Article 34

The main tasks of the Ethics Commission are:

- a) to elaborate the Code of university ethics;
- b) to initiate and promote changes and amendments to the Code of Ethics;
- c) to notify themselves and to receive notifications in connection with the violation of the norms of the Code of University Ethics;
- d) to analyze and solve the complaints and notifications regarding the deviations from the university ethics;
- e) to submit an annual report to the Senate of the American University of Moldova.

Article 31

The individual employment contract, respectively the individual study contract, will include a clause by which the employee or student mentions that he/she has taken note of the provisions of the Code of University Ethics and undertakes, under his/her own signature, to comply with its conditions.

Article 32

This Code of University Ethics was revised and approved at the meeting of the Senate of the American University of Moldova on August 31, 2021, the date from which it enters into force.