



Administrative Management Board

Office for Privacy and University Studies

University Code of Ethics, pursuant to Article 2, paragraph 4, of Law no. 240 of 30 December 2010.

(Text issued with R.D. no. 2529 dated November 18, 2011)

Part I – Objectives

1.The University of Calabria is committed to implementing the principles underlying scientific research, teaching and other university activities, as well as to adapting its work to them in order to foster excellence, the good reputation, the creation of an inclusive and fair environment and exchanges with the international scientific community, educational values and overall students' training in all its aspects. In order to highlight the important social and educational role of university institutions, all the criteria mentioned above are defined on the basis of the University Statute of Autonomy, of the values expressed in the Law of December 30, 2010, no. 240, art. 2, paragraph 4, of the Code of Conduct for public administrations employees, of the Code of Equal Opportunities between men and women, of the EEC Recommendation 92/131 on the protection of the dignity of women and men in the working environment and of the Statute of Rights and Duties of University Students.

2.The University of Calabria requires professors, researchers, technical and administrative staff, linguistic experts, managers and students, as well as any other University member to respect, protect and promote the core values of the university institutions in fulfilling their duties and in relation to the roles and responsibilities they undertake both individually and within the collegial bodies.

3.The University of Calabria embraces the values enshrined in the Constitution of the Italian Republic in order to guarantee equal opportunities for men and women (D. Decree no. 165/01,art.7),especially with regard to the development of culture and scientific and technical research (art. 9), the freedom and autonomy of universities (art. 33), the right for worthy-students to attain the highest levels of education (art. 34), the duty of citizens, working in public contexts with discipline and honour (art. 54).

4.The Code is a major tool of prevention against any misconduct that might

- discriminate or harm people's dignity in their study or work environment or sacrifice the principle of equal opportunities.

- sacrifice merit to fulfil personal expectations or pursue personal interests;

- offer help during examinations, make judgments and comparative assessments whatsoever;

- avoid comparison and emulation with quality assessment criteria accredited in national or international standards drawn up and used in universities.

5.The current Code does not replace the law, but it supplements the regulatory provisions, applicable to members belonging to the university community with its rights and duties.

Part II – General Rules of Conduct

Article 1

Rejection of all kinds of discrimination

- 1.All University members have the right to be understood, to be equally respected and to be taken into consideration; moreover, they have the right not to be unfairly discriminated, directly or indirectly, for one or more reasons of religion, gender, sexual orientation, conscience and belief, physical appearance and colour, language, ethnic or social origin, citizenship, personal and health conditions, pregnancy, family choices, and age.
- 2.Direct discrimination occurs, when someone is not treated as respectfully as any other individual in a similar situation.
- 3.Indirect discrimination occurs when apparently neutral provisions, criteria or practices may disadvantage categories of individuals or a single person.
- 4.With the aim of ensuring full equal rights in all aspects of university life, the principle of non-discrimination shall not preclude the preservation or adoption of specific measures in order to avoid or compensate disadvantages linked to any of the grounds referred to in the first paragraph.
- 5.The University of Calabria adopts appropriate strategies designed to discourage usual and long-lasting discriminatory or harassing behaviour towards working staff members by superiors or other colleagues, resulting in psychological persecution or moral violence such as to lead to a deterioration of working conditions, which might compromise their health, competence, existence or dignity.
- 6.The University of Calabria rejects any form of social prejudice, harassment or nuisance, stigmatising, degrading or humiliating practice, i.e. the idea of supremacy or moral superiority of one group over another. The task of the university and its members is to promote initiatives aimed at protecting and enhancing disadvantaged categories, individual and cultural diversity.

Article 2

Sexual harassment

- 1.The University of Calabria does not tolerate sexual harassment considered as discriminatory and detrimental to a personal sense of human dignity, and ensures victims prompt protection free from prejudice.
- 2.Sexual harassment is defined as a request for sexual favours, and/or unwanted proposals of sexual content, and/or demeaning attitudes or verbal expressions, concerning the personal sphere of sexuality addressed to someone, as well as any kind of comment on sexual orientation.



3.The unequal position between the harasser and the victim is considered as an aggravating element of sexual abuse or harassment.

4.On the basis of the University educational role, sexual abuse or harassment is considered particularly serious, if it occurs:

- a) between teachers or technical-administrative staff and students and vice versa;
- b) between teachers and technical-administrative staff and vice versa;
- c) between members of the teaching staff;
- d) between members of the technical-administrative staff;
- e) between students.

Article 3

Scientific and teaching autonomy

1.The University of Calabria is committed to creating an environment that fosters the ideal of individual freedom and autonomy, intended as a necessary prerequisite for high-quality, professional research and teaching activities, broader intellectual research and discovery, as well as the pursuit of knowledge.

2.In the pursuit of the right for freedom, University members are required to maintain a fair and responsible conduct, including the adoption of self-regulatory systems aimed at clarifying the methodology, results, integrity and ethical impact of research to the scientific and social community.

3.University members are also obliged to maintain a collaborative conduct on academic organisational decisions made for the purpose of efficiency, fairness, impartiality and transparency of the university administration.

Article 4

Intellectual Property and Plagiarism

1.Members of the university community are required to comply with the regulations on intellectual property and plagiarism.

2.The author of an intellectual original work belonging to the University is bound not to use it for private purposes and to maintain its results confidential until its official disclosure.

3.In view of the social relevance of scientific discoveries, the University of Calabria believes that discoveries' results should be freely disseminated to contribute to the development and welfare of the community.

4. Whether intentional or resulting from a lack of diligence, plagiarism is defined as the partial or total attribution of someone else's words, ideas, research or discoveries to oneself or to other authors, regardless of the language in which they are officially presented or disseminated, or avoiding to mention the sources.



Article 5

Conflicts of Interest

1. Conflicts of interest occur when the private interest of University members – except for students as learners – actually or potentially conflicts with the University interest, not just of an economic nature. Such conflicts also concern external employment relationships with other potentially competing training institutions or universities.
2. University members' private interests – not just of an economic nature – may relate to:
 - (a) individual direct interests on the part of University members;
 - (b) interests of family members;
 - (c) interests of entities, natural or legal individuals involved in commercial or professional relationships;
 - (d) interests of entities or legal persons, whose control or significant financial participation is held;
 - (e) interests of third parties, should they consciously gain advantages therefrom.
3. University members, who may be interested in a given transaction or circumstance that is in conflict with those of their University, must immediately inform the body or the person responsible for or hierarchically superior to them, or must avoid from making any deliberations or decisions on the matter.

Article 6

Nepotism and favouritism

1. The University of Calabria condemns nepotism and favouritism, in that they are in contrast with the acknowledgement of individual merit, with honesty, integrity, professionalism and academic freedom, as well as with fairness, impartiality and transparency; the University of Calabria requires professors, researchers, technicians, administrative staff and any other member of the University to refrain from such conduct, and to report the competent bodies violations of this code.

2. Nepotism occurs when University members, directly or indirectly

- use their authority or ability to persuade others to grant benefits, including economic ones, favour assignments, influence the outcome of competitions or selection procedures, particularly, but not exclusively, concerning the initial training phase of the university career (fellowships, contracts, PhD scholarships, research subsidies, etc.) or the recruitment benefiting children, family members or partners, including relatives by marriage.

As per technical-administrative careers, nepotism is deemed to exist

- (a) in cases of coincidence of working environment between the protégé and the protector;
- b) in cases of clear influence exercised by the protector in favour of the protégé, even if they belong to different working environments.

3.The investigation of cases of nepotism and favouritism by the Ethics Committee referred to in Article 14 requires approaches, which takes contexts and circumstances into account in order to balance the different values at stake and avoid arbitrary discrimination of objectively deserving candidates.

Article 7

Abuse of power from working authority

1.No University members are permitted to use, directly or indirectly, the authority of their academic or administrative positions to induce other University members to perform services or to grant benefits for their personal purposes, provided that the performance of such services and benefits does not correspond to a precise legal obligation. Misuse may also occur through conducts that are clearly in conflict with the rules and regulations of the University, although not being unlawful.

Article 8

Use of University Resources

1.University members shall use the resources belonging to the University in a responsible and conscientious manner, so as to be able to justify expenditures and produce appropriate documentation or accounts.

2.No members are allowed to use University research equipment, spaces or human, material or financial resources or to allow external people or entities to use them for personal purposes and/or for purposes other than those of the University institution, or in any case not expressly approved by the latter.

Article 9

Use of the University's name and reputation

1.All University members are bound to respect its reputation and avoid damaging the institution's prestige.

2.Unless expressly authorised, no University members shall be allowed to:

- a) use the University logo and name;
- b) use the University's reputation for external professional activities, employment, assignments or other activities, including unpaid ones;
- c) express strictly personal points of view by using the name of the University.

Article 10

Gifts and benefits

1.University members are bound not to solicit and to refuse any non-symbolic offer of gifts or benefits.

2.They may accept spontaneous gifts or benefits without financial value at cultural meetings, visits or public scientific conferences, provided that the eventual acceptance does not affect the performance of university activities, even indirectly.



Confidential Information

1. All University members are required to:

- a) respect confidentiality of persons or entities, whose personal data or information is protected by the University;
- b) not to disclose data or information, explicitly declared to be of a confidential nature, acquired in the context of academic institutions;
- c) consult only those official documents, files, databases and archives, whose access they are authorised to, using them in accordance with their official duties and the regulations on privacy.

Article 12

Grounds for decisions

1. University members are always required to give adequate and impartial grounds for relevant decisions, in particular those affecting the position or career of other University members.

Part IV - Implementation and Final Provisions

Article 13

Compliance with and breach of the Code of Ethics

1. University professors, researchers, technicians, administrative staff, students and any other University members are required to

- a) read the Code of Ethics;
- b) become familiar with the standards of conduct enshrined in this Code;
- c) refer to the Ethics Committee mentioned in the following article for the correct application of this Code;
- d) observe this Code and its interpretative practices, also by promptly reporting Ethics Committee potential misconduct.

2. In accordance with civil, criminal and administrative law, a proven breach of this Code may constitute grounds for disciplinary sanctions decided by the competent bodies.

Article 14

Ethics Committee

1.The Ethics Committee

- a) shall perform advisory, research, investigative and monitoring functions regarding the implementation of this Code and its interpretative practices in compliance with the provisions;
- b) shall promote the friendly solution of any disputes, if applicable;
- c) may propose the competent bodies disciplinary actions against Code violations;
- d) shall submit the competent bodies proposals for amending or supplementing this Code.

The Ethics Committee proceedings must be justified.

Article 15

Structure of the Ethics Committee

1.According to Rector's decree, the Ethics Committee shall be established and made up of the following University members

- three lecturers
- one researcher
- one technical-administrative staff member;
- one student.

2.The members of the Ethics Committee shall be appointed by resolution of the Academic Senate from a shortlist of eighteen names (nine for the lecturers and three for each of the other three categories) suggested by the Rector after respectively consulting the Department Directors, the representatives of the researchers, the representatives of the technical-administrative staff and the students in the Academic Senate itself.

3.The Ethics Committee appoints a Chairperson during its first session, chosen among lecturers, researchers and technical-administrative staff.

4. Members of the Ethics Committee shall terminate their mandate after three years of office.

Article 16

Proceedings before the Ethics Committee

1.Proceedings before the Ethics Committee may be started

(a) upon notification of any concerned person;

(b) upon initiatives taken by the Committee.

2. The Ethics Committee promptly reports both behavioural violations and the starting of an ex officio proceeding, in each case in a single confidential record. Anonymous complaints shall not be taken into account and be immediately and materially destroyed.

3. In the event of manifest lack of foundation, the Ethics Committee immediately dismisses the violation proceeding upon summary reporting, by notifying the applicant. Similarly, it shall proceed to immediate deletion, after starting the ex officio proceedings, should the breach of the rules of conduct be manifestly unfounded. In both circumstances, the case will be dismissed within a peremptory deadline of thirty days from the date of the report registration or of the starting of the ex officio proceedings in the confidential record; once the deadline has elapsed, no other decision may be made in relation to the specific circumstances and the proceedings are deemed to have been concluded by archiving whatsoever.

4. Should reasonable doubts exist about a Code behavioural violation, the Ethics Committee shall schedule a meeting to be held within a further time span of a maximum of thirty days, notifying the member of the University community to whom the breach of the behavioural rule is ascribed. The member of the university community undergoes behavioural assessment and in any case is granted a hearing; the member has the right to be supported by a colleague and may submit briefs. The objection to the behavioural charge must be communicated to the person concerned at least five days before the hearing; it should clearly and precisely refer both to the charged behaviour and to the rule of conduct invoked as the basis of the charge, specifying whether it is a simple, repeated or serious violation of the Code. The proceedings take place without any particular formal procedures, respecting the right of defence and the principle of cross-examination, and it is confidential.

5. The Ethics Committee promotes loyal cooperation between university community members, as well as their potential reconciliation in compliance with the provisions of the Code of Ethics. It may suspend proceedings for a definite period of time, should the university member, to whom the breach of conduct is ascribed, engage in appropriate behaviour to remove its effects; the proceedings will be filed, if the commitment is fulfilled. Should conditions for suspending the proceedings not be met, and always in cases of ascertained Code violation, the Ethics Committee shall propose the competent bodies disciplinary action against the person under behavioural assessment.

Article 17

Breaches' reporting to the Code of Ethics

1. Violations reporting to this Code from each member of the University Community shall be forwarded directly to the Ethics Committee.

Article 18

Dissemination and implementation of the Code of Ethics



1.The Code of Ethics is brought to the attention of the staff, intermediaries and collaborators having ongoing relations with the University of Calabria and to anyone who comes into contact with it. The aforesaid subjects are bound to comply with the principles herein described.

2.In order to ensure the full and correct understanding of this document by all the University's members, the University shall draw up and organise an annual training plan aimed at fostering awareness of these ethical rules on the basis of the Ethics Committee's indications. Training initiatives are tailored according to the role and responsibility of the employees.

3.Personnel may contact the Ethics Committee, writing at any time, to request information and/or explanations concerning the interpretation of the Code of Ethics and/or of the other contents of the Organisation, Management and Control Document adopted by the University, or the legitimacy of a specific concrete behaviour or misconduct, as well as their appropriateness or compliance with the Document and the Code of Ethics.

Article 19

Annual situation of the overall implementation of the Code of Ethics

1.At the end of each academic year, on the basis of the reporting received, the Rector shall draw up a report on the status of implementation of the Code, highlighting aspects and circumstances of non-application and making proposals to the Academic Senate for supplements or amendments.

Article 20

Entry into force

1.This Code enters into force on the fifteenth day following the date of its publication on the University's institutional website.

2.A copy of this Code shall be sent to the Ministry of Education, University and Research and to the Conference of Italian University Rectors.

Article 21

Review of the Code of Ethics

1.Within two years from the entry into force of this Code of Ethics, and subsequently, should it become necessary and appropriate over time, a review shall be carried out to make any changes, suggested by experience as necessary, or that may be useful due to the entry into force of new national regulations, which may affect the adequacy and relevance of this Code of Ethics for different reasons.