



# University of Naples "Parthenope"

## CODE OF ETHICS

### *Preamble*

*The University "Parthenope" is a high culture, research and training institution, whose members identify its principles of reference in the first part of the Republican Constitution, in particular those set forth in Articles 9 (development of culture, and scientific and technical research), 33 (freedom of teaching) and 34 (right for the able and deserving to reach the highest levels of study).*

*The University recognises that one of its main purposes is to promote research and higher education, with a view to excellence, critical thinking, fair interpersonal relations, free sharing of results and exchanges with the national and international scientific communities.*

*The University, in carrying out its activities, is committed to: protecting the freedom of research and teaching, promoting knowledge, encouraging critical dialogue, ensuring equal opportunities, guaranteeing participation and enhancing merit.*

*This commitment is undertaken by the individuals belonging to the university community, understood as a community made up of professors, researchers, technical-administrative staff and students, within the framework of the fundamental duties of: respect for human dignity, assumption of responsibility and spirit of service towards the university community and civil society, encouragement of studies and research, learning and training, fair recognition of commitment and merit, honesty, fairness and transparency, collaboration between the different members of the university community.*

*In particular, members of the university community reject all forms of unreasonable social prejudice, all forms of harassment, all stigmatising, degrading or humiliating practices, all ideas of supremacy or moral superiority of one group over another.*

*All members of the University undertake to maintain a collaborative and respectful conduct towards any academic decisions of an organisational nature implemented for the purposes of efficiency, fairness, impartiality and transparency of the university management.*

*The members of the university community, within the scope of their role, work and study activities, undertake to know, disseminate and implement this Code of Ethics. This Code is not intended to replace or overlap in any way the laws and regulations in force, but rather to serve as a text inspired by a shared heritage of values and rules of conduct adopted in the spirit of the Constitution of the Italian Republic.*

**Art. 1: <<Fundamental duties>>**

*1 . The University believes that moral integrity, intellectual honesty and respect for the person are essential for the achievement of its goals.*

*2 . All members of the University community have a duty of fairness towards all individual members and to the University and are expected to comply with the standards of loyalty, probity, and impartiality.*

**Art. 2: <<Freedom of Expression>>**

*1 . The University is committed to valuing intellectual freedom and the free exchange of ideas as essential elements to the achievement of its institutional and academic mission, and is also committed to protecting its members from any attempt to limit or violate such freedom.*

*2 . In particular, freedom of teaching and research is recognised by the University as essential to the proper conduct of institutional activities. Teaching staff must behave in a way that has, as its ethical and legal reference, the freedom of judgement and interpretation, inspired by honesty and responsibility towards the values of research for the development of knowledge.*

**Art. 3: <<Valuing Research>>**

*1 . The University aims to contribute, in the most effective and incisive way, to the progress of the human community and, in particular, of the local community through an increase in knowledge and the other social effects of its research activities.*

*2 . It is the task of each teacher to stimulate in young people, through dialogue and the development of critical thinking, the practical and methodological skills necessary for study and research.*

**Art. 4: <<Rejecting All Unfair Discrimination>>**

*1 . All members of the University are entitled to be treated with a spirit of understanding and equal respect and consideration and not to be unfairly discriminated against, directly or indirectly, because of one or more factors, including religion, gender, sexual orientation, personal and political beliefs, physical appearance and skin colour, language, ethnic or social origin, citizenship, disability, personal and health conditions, parenthood, marital status and age.*

*2 . Direct discrimination occurs where, on any of the grounds referred to in the preceding paragraph, one person is treated less favourably than another person in a comparable situation. Indirect discrimination occurs where an apparently neutral provision, criterion or practice would place at a disadvantage groups of persons who can be identified based on the factors referred to in the first paragraph, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.*

*3 . With a view to ensuring full equality in the various aspects of university life, the principle of non-discrimination shall not prevent the maintenance or adoption of specific measures in order to prevent or compensate for disadvantages linked to any of the grounds referred to in the first paragraph.*

*4 . In particular, the University guarantees and encourages, also for the purposes of article 5 of this Code, the establishment of the Guarantee Act Committee for equal opportunities, the enhancement of the well-being of those who work, and against discrimination, in accordance with the provisions of applicable laws and trade union agreements.*

*5 . It is the duty of the University and its members to encourage initiatives aimed at protecting and enhancing disadvantaged groups, as well as individual and cultural diversity.*

#### ***Art. 5: <<Sexual Harassment>>***

*1 . The University does not tolerate abuse or harassment of a sexual nature, including any discriminatory conduct that is detrimental to a person's sense of human dignity, and ensures prompt and prejudice-free protection for victims.*

*2 . The existence of an asymmetrical position between the harasser and the victim is an aggravating element of sexual abuse or sexual harassment.*

*3 Given the educational role of the University, sexual abuse or harassment of students by faculty members is particularly serious.*

#### ***Art. 6: <<Intellectual Property and Plagiarism>>***

*1 . The University complies with the legal provisions on intellectual property and plagiarism, and its employees are required to comply with the relevant provisions.*

*2 . Plagiarism is defined as the partial or total attribution of someone else's words, ideas, research or findings to oneself or to another author, regardless of the language in which they are officially presented or disseminated.*

*Plagiarism also occurs when the student uses, without re-elaboration and/or indication of the source, entire passages from books, essays in journals or other material for the preparation of papers that are in any case useful for passing intermediate or graduation exams.*

**3 .** *The academic activities of scientific importance carried out collectively must, in application of criteria recognised in the scientific field, preferably indicate to which contributor the individual parts refer. In particular, within each group, it is the coordinator's task to: promote the conditions that allow each participant to work with integrity, honesty, professionalism, freedom; enhance individual merits and identify the responsibilities of each participant; encourage dialogue, cooperation, criticism, argumentation, development of ideas and personal skills, especially in carrying out scientific activities that require a complex methodological or multidisciplinary approach.*

#### **Art. 7: <<Conflict of Interest>>**

**1 .** *A conflict of interest occurs when the private interest of a member, excluding the student as a learner, actually or potentially conflicts with the interest, not only economic, of the University. This conflict also relates to external working relationships with potentially competing educational institutions or universities.*

**2 . 2.** *The private interest, not only of an economic nature, of a member of the University may be his/her personal interest; the interest of a spouse, of a relative or relative-in-law or other natural persons; the interest of entities or legal persons with which he/she has a commercial, employment, collaboration, association relationship or within which he/she holds positions in the governing or representative bodies; the interest of entities or legal persons of which he/she has, directly or indirectly, control or holds a significant shareholding; the interest of third parties, if he/she can knowingly derive advantages from it.*

**3 .** *Any member of the University who, in a given operation or circumstance, has interests in conflict with those of the University shall immediately inform the body or person responsible or hierarchically superior thereto, or shall refrain from any resolution or decisions in this regard, as well as from performing acts, even if only potentially, that are detrimental to the interests of the University.*

#### **Art. 8: <<Duties of Impartiality, Integrity and Fairness>>**

**1 .** *The University disapproves of nepotism and favouritism, as they are in contrast with the valuing of individual merit, with honesty, integrity, professionalism and academic freedom, with fairness, impartiality and transparency, and requires that professors, researchers, technical-administrative staff refrain from such practices and report to the Rector any cases of suspicious conduct.*

*2 . Nepotism occurs when a professor, a researcher, or a member of the technical-administrative staff - even when his/her position is financed by external funds - uses his/her role and authority or persuasive capacity to grant benefits, facilitate appointments or calls, influence the results of competitions or selection procedures involving spouses, cohabitants, relatives, and relatives-in-law up to the fourth degree.*

*3 . A professor's practices of favouritism toward his or her students shall be regarded as nepotism if they result from arbitrary conduct contrary to the good name of the University, to its values of honesty and impartiality, and to the interest of other objectively deserving and excellent candidates in the initial start or later stages of their academic careers.*

**Art. 9: <<Abuse of one's position>>**

*1 . No member of the University shall be permitted to use, directly or indirectly, the authority of his/her academic position or office for the purpose of obtaining personal advantage or forcing other members of the University to perform services from which he/she may derive advantage, unless such performance may be construed as a legal obligation of the latter. Abuse may also occur through behaviour which, although not legitimate, is clearly in contrast with the spirit of the rules and regulations of the University.*

**Art. 10: <<Abstention from exercising one's duties>>**

*1 . If a member of the University community submits his/her candidacy to the elections of political or political-administrative bodies, he/she shall abstain from holding governing and management positions in the academic structures and from participating in collective bodies within the University.*

**Art. 11: <<Use of University Resources>>**

*1. Members of the University must use the available resources responsibly and diligently.*

*2 . It is in any case unlawful to regulate the use or concession, to external persons or bodies, of research equipment, spaces or human resources, as well as any materials or financial resources of the University for purposes of a personal nature and/or for purposes other than those of the University institution, or in any case not expressly approved by the latter.*

**Art. 12: <<Use of the Name and Reputation of the University>>**

- 1 . All members of the University are expected to respect its good name and not to damage its reputation.**
- 2 . Unless expressly authorised, no member of the University is permitted to misuse the logo, name and reputation of the University, with particular reference to professional and/or political activity, employment, appointments or any other external activities, including unpaid ones; to express strictly personal points of view by using the name of the University.**

**Art. 13: <<Gifts and Benefits>>**

- 1 . Members of the University are required to refrain from soliciting and to reject any non-symbolic offer of gifts or benefits likely to influence, even indirectly, the conduct of University activities.**
- 2 . Members may accept spontaneous offers of gifts or benefits of merely nominal economic value occurring at cultural meetings, visits or public scientific conferences, and provided that the acceptance does not affect, even indirectly, the conduct of university activities.**
- 3 . Any form of compromise for commercial purposes is an aggravating circumstance.**

**Art. 14: <<<Confidential Information>>**

- 1 . All members of the University are required: to respect the confidentiality of persons or entities whose personal information is held by the institution; not to disclose confidential data or information relating to participation in academic bodies; to consult only those acts, files, databases and archives to which they are authorised to have access, making use of them in accordance with their official duties and rules on privacy.**

**Art.15:<<Compliance with theCodeEthics>**

- 1 It is the duty of all members of the University to comply with this code.**
- 2 . It is the University's responsibility to enable all of its members to review this code and interpretive practices and to familiarise themselves with the standards of conduct set forth in this code and emerging from interpretive practices.**

**3** *Members of the University may approach the Academic Senate for clarification on the appropriate conduct to be adopted in relation to concrete cases of uncertain resolution, as well as to report any conduct of doubtful compliance to the Rector.*

**4** *Failure to comply with this Code constitutes grounds for complaint by the competent bodies and the imposition of a penalty, based on the provisions of the law and the Statute.*

#### **Art. 16: <<Code violations>>**

**1** . *If the Rector receives a report or identifies ex officio a violation of a provision of this Code, he/she shall immediately inform the person concerned and, within thirty days, carry out a preliminary investigation, at the end of which he/she shall inform the Academic Senate, which shall be called upon to assess the existence of the violation and its gravity.*

**2** . *The Academic Senate shall decide, on the basis of the Rector's preliminary investigation and further elements acquired in compliance with the principles of due process, whether the matter falls within its own competence or whether, given the particularly serious nature of the facts, it must refer the matter to the Disciplinary Board of the teaching staff or to the General Manager for matters concerning the technical-administrative staff. Referral to these two bodies is compulsory if the preliminary investigation clearly shows that the conduct under review is a disciplinary offence punishable by a penalty greater than censure.*

**3** . *If the Senate declares that it has jurisdiction over the matter, having made all the necessary assessments, heard the person concerned and any witnesses, it shall decide whether to dismiss the matter or impose the sanction.*

#### **Art. 17: <<Sanctions>>**

**1** . *The sanction envisaged for teaching and non-teaching personnel for violation of the provisions of this Code is the imposition of a motion of censure by the Rector. This sanction, in the cases governed by Art. 7 and 9 of this Code, is associated with disqualification from holding academic positions for a maximum period of one year.*

**2** . *In the presence of repeated or particularly serious violations committed by a teacher or researcher, the Academic Senate may propose to the Rector that, as an accessory sanction, the person concerned be excluded, for a specific period of time, from participating in University committees for the assignment of funds or scholarships.*

**3** . *In the case of repeated or particularly serious violations committed by a member of the technical-administrative staff, the Academic Senate may propose to the General Manager the accessory sanction of exclusion, for one year, of the person concerned from incentive projects and/or other forms of incentive.*

*4 The sanction applied to students for violating the provisions of this Code consists of a warning. In the case of repeated or particularly serious violations, the Academic Senate, having consulted the Student Council, may impose the sanction of exclusion from the next session of any intermediate or graduation exams.*

***Art. 18: <<Effective Date>>***

*1 . This Code is regulatory in nature. It is approved by the Academic Senate, upon prior opinion issued by the Board of Directors.*

*2 The same forms and procedures shall be used for subsequent amendments and supplements.*

*3 . This Code comes into force the day after it is posted on the University's notice board and can be consulted in a special section of the University's website.*