



**UNIVERSITETI I PRISHTINES**  
**“HASAN PRISHTINA”**  
**UNIVERSITY OF PRISHTINA**

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**Code of Ethics for the Academic Staff**  
**of the University of Prishtina “Hasan Prishtina”**

**Article 1**  
**Legal basis**

1. This Code of Ethics (“the Code”) is drafted pursuant to Article 182 and Article 23 of the Statute of the University of Prishtina “Hasan Prishtina” (“the University”), regulations of the University of Prishtina, as well as the applicable law and regulations affecting the scope of this Code. The Code of Ethics presents a system of values; it aims to establish rules of conduct for the academic staff and is mandatory to be applied at the University of Prishtina “Hasan Prishtina”.
2. Pursuant to Article 182, the University Senate, in its meeting held on 20 July 2013, reviewed this Code and proposed its adoption to the university Steering Council. The university SC adopted the Code in its meeting held on 11 July 2013.

**Article 2**  
**Objective**

1. The University affirms that the right to education is a basic human right and that higher education should provide an environment conducive to sharing, extending, and critically examining knowledge and values, and to furthering the search for truth and wisdom.
2. The effective performance of these critical functions requires that all academic staff be free to pursue and teach what is true, in line with the relevant academic research standards. Furthermore, the effective performance of the University goals relies on mutual supportive relationships between academic staff, students, University administration, and society.
3. By using this Code, academic staff agrees to continuously respect ethical principles and always act in the best interest of the University, the society, the dignity of all students and colleagues, and the interests of the profession.

4. The intent of the Code of Ethics is to protect academic freedom, to help preserve the highest standards of teaching and knowledge, and to advance the mission of the University, as an institution of higher education and a committed supporter of cultural, social, and economic development of the Republic of Kosovo.

### **Article 3**

#### **Scope**

The Code of Ethics applies to all academic staff employed at the University of Prishtina, regardless of the form and type of contract, level of appointment (including, but not limited to, lector, assistant, assistant professor, associate professor, and full professor). The rules of conduct, set forth in the Code, apply to part-time academic staff as well as full-time academic staff.

### **Article 4**

#### **Professional rights of academic staff**

1. In support of the University's central functions as an institution of higher education, a major responsibility of University managers is to protect and encourage the academic staff in teaching, learning, research, and public service.
2. The authority to discipline academic staff in appropriate cases derives from the shared recognition by the University community that the purpose of the discipline is to preserve conditions hospitable to teaching, learning, research, and public service.
3. Therefore, the academic staff has certain professional rights, in particular, the right to act in ways that guarantee the independence and learning environment at the University. These rights include for example:
  1. Academic freedom, including free inquiry and exchange of ideas;
  2. The right to present controversial material relevant to the courses/subjects of the study;
  3. The right to freedom of expression, guaranteed by the Constitution;
  4. The right to be supported by the University if the staff member is in trouble due to adherence to ethical principles;
  5. The right to be judged by colleagues, in accordance with fair procedures and due process, in matters of promotion and discipline, solely on the basis of the staff members' professional qualifications and professional conduct.

### **Article 5**

#### **Ethical principles**

As teachers and researchers, the ethical principles of academic staff comprise their highest professional ideals. They are aspirational in character and represent objectives toward which academic staff should strive. Behavior in accordance with these ethical principles clearly precludes the application of a disciplinary sanction.

**Article 6**  
**Types of unacceptable conduct**

1. Derived from the ethical principles, these statements specify examples of types of unacceptable conduct, which are subject to university discipline, as they impair central functions and mission of the University.
2. Academic staff may be subject to disciplinary measures under this Code for any behavior which, although not specifically listed in this Code, is considered to be unacceptable as set forth above. Types of unacceptable conduct, unlike the ethical principles, are mandatory in character, stating minimum levels of conduct, below which a member of the academic staff cannot fall without being subject to University discipline.

**Article 7**  
**Teaching and students – ethical principles**

As teachers, the academic staff encourages the free pursuit of learning of their students. They demonstrate respect for students as individuals and adhere to their respective roles as intellectual guides and counselors. Professors and all the teaching staff make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between teacher and student. They avoid any exploitation, harassment, or discriminatory treatment of students. The academic staff promotes the objective of European dimensions, in particular, curriculum development, inter-institutional cooperation and mobility schemes, integrated study, training and research programs.

**Article 8**  
**Teaching and students - unacceptable conduct**

1. Failure to meet teaching responsibilities, including:
  - a. Arbitrary denial of access to learning;
  - b. Failure to adhere, without a legitimate reason, to the rules of the faculty in the conduct of courses, to meet class, to keep office hours, or to hold exams as scheduled;
  - c. Evaluation of student work by criteria not directly reflective of expected learning outcomes in the given course;
  - d. Undue and unexcused delay in evaluating student work.
2. Exercising academic responsibility (teaching, evaluative, or supervisory) for any student with whom an academic staff member is in the conflict of interest or has an intimate relationship.
3. Establishing conditions for meeting the learning requirements, passing the exams requiring students to purchase certain literature or other teaching tools, or requesting political, sexual, financial or other serious favors;

4. Discrimination, including harassment against a student on political grounds, or for reasons of race, color, religion, gender, sexual orientation, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability;
5. Use of the position or powers of a member of the academic staff to coerce the judgment or conscience of a student or to cause harm to a student for arbitrary or personal reasons.

#### **Article 9**

##### **Research and wisdom - ethical principles**

Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth. To this end, professors devote all their energy to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge by practicing intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.

#### **Article 10**

##### **Research and wisdom - unacceptable conduct**

Violation of intellectual honesty standards, such as research misconduct and/or intentional misappropriation of the writings, research, and findings of others.

#### **Article 11**

##### **Relationships with colleagues - ethical principles**

As colleagues, academic staff has obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. When exchanging criticism and ideas, professors show due respect for the opinions of others while fostering a culture of argumentative dialogue. Professors should be objective in their professional judgment of colleagues. Professors accept their share of responsibility for the governance of their institution. Academic staff mentor new colleagues and assist them in their teaching and scientific development. Professors and other teaching staff have the moral duty to report the unethical conduct of their colleagues or the violation of the provisions of this Code.

#### **Article 12**

##### **Relationships with colleagues – unacceptable conduct**

1. Making evaluations of the professional competence of other academic staff or candidates under consideration for employment by criteria not directly reflective of professional performance, including refraining from criticism, due to the personal interests or criticism of the work of others for personal reasons.

2. Discrimination, including harassment against a colleague on a political basis or because of race, color, religion, gender, sexual orientation, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability.
3. Breach of established rules governing confidentiality in personnel procedures.

### **Article 13**

#### **Responsibility to University – ethical principles**

Academic staff promotes human values, the reputation of the profession and the academic community through public statements and actions that preserve the integrity and dignity of the University. They perform their duties according to their best knowledge, conscience and honesty, as well as with dedication. Professors respect the stated regulations of the institution and maintain their right to criticize and seek revision of regulations. In case of engagement outside the University, the character and level of engagement of the academic staff member are consistent with the work and interests of the institution. Academic staff is aware of conflicts of interest and incompatibilities of other public and private functions and other activities, keeping in mind and serving the best interests of the University.

### **Article 14**

#### **Responsibility to University – unacceptable conduct**

1. Intentional disruption of functions or activities sponsored or authorized by the University.
2. Incitement of others to disobey University rules when such incitement constitutes a clear and present danger that violence or abuse against persons or property will occur or that the University's central functions will be significantly impaired.
3. Unauthorized use of University resources or facilities on a significant scale for personal, commercial, political, or religious purposes.
4. Threats of physical injury or harassment of another member of the University community, which impede that person's work and university activities. These include lobbying, blackmail, extortion, bribery, and corruption, as well as other forms of dishonesty that violate the standards of the academic profession.
5. Discrimination, including harassment against University employees on political grounds, or for reasons of race, color, religion, gender, sexual orientation, ethnic origin, ancestry, marital status, pregnancy, physical or mental disability.
6. Serious violations of University policies governing the professional conduct of academic staff, including but not limited to policies applying to scientific research, outside professional activities, conflicts of commitment, clinical practices, or violence in the workplace.

### **Article 15**

#### **Accountability to society – ethical principles**

Academic staff has the same rights and obligations as all citizens. They are as free as other citizens to express their views and to participate in the political processes of the community. When they speak or act in their personal and private capacities, they avoid deliberately creating the impression that they represent the University.

**Article 16**  
**Responsibility to community – unacceptable conduct**

1. Intentional misrepresentation of personal views as a statement of position of the University.
2. Commission of a criminal offense, which has led to the conviction in a court and which clearly demonstrates unfitness to continue as a member of the academic staff.
3. Taking public office or engaging in a political function, if not in compliance with the principles of professional objectivity.
4. Abuse of academic authority for personal, family, or political interests.

**Article 17**  
**Council of Ethics**

1. Upon the proposal of the rector, the Senate of the University of Prishtina shall establish the Council of Ethics which comprised of 5 members from among the teachers of the UP. The mandate of the Council of Ethics is 4 years.
2. The Council of Ethics shall be responsible for conducting the disciplinary procedures that will accompany this Code of Ethics, including the right to hold hearings for any person accused of violating this Code and propose sanctions in cases of violation of this Code. The Rules of Procedure shall be adopted by the Steering Council on the proposal of the University Senate.
3. The Council of Ethics shall be responsible for monitoring the implementation of this Code, including any recommended improvements.

**Article 18**  
**Report of violations**

Any person (within or outside the University of Prishtina) has the right to denounce or report violations of the provisions of this Code to members of the Council of Ethics, the governing authority of the academic unit, or the rector. Any report addressed to the academic unit's governing authorities and the rector shall be forwarded to the Council of Ethics.

**Article 19**  
**Entry into force**

This Code of Ethics shall enter into force on the day of its approval by the Steering Council of the University.

Steering Council

Nezir Çoçaj

Chair of the Steering Council

