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THE UNIVERSITY OF PADUA CODE OF ETHICS

Part I Preamble

The University of Padua is a culturally rich public institution, which promotes and organises higher education and scientific research activities that respect freedom of teaching and science. The University of Padua, following the principles of the Constitution of the Italian Republic, confirms a tradition that dates back to 1222 with its motto '*Universa Universis Patavina Libertas*'. Such a motto affirms its pluralistic character and independence from the conditioning of and any form of discrimination based on ideological, religious, political or economic nature. The University promotes developing a culture based on the universal values of human rights, peace, environmental protection and international solidarity.

The students, professors and technical-administrative staff of the University of Padua hold diverse roles and responsibilities that include multiple and differentiated relationships. This implies both the recognition and respect of individual rights and the acceptance of duties and responsibilities towards the institutional members within the national and international community.

Aware of the important social and educational function of academic institutions, and in recognition of the Constitution of the Italian Republic, the values of the University of Padua are founded on a history that underlies scientific research, teaching and various university activities, summarized in its motto "*Universa Universis Patavina Libertas*". The University fosters these values to uphold its honour, good name, and its state of excellence by creating an environment based on dialogue, tolerance, diversity, and interpersonal relationships, as well as its openness and exchanges with the international scientific community, academic values, and the formation of the individual in all its aspects.

All University of Padua educators, technical-administrative staff, and persons within the student body, concerning their assumed roles and responsibilities, both as individuals as well as within their relative collegial bodies, are obligated to respect, protect and promote the values of the institutions as follows:

- a) the equal dignity of all persons
- b) refusal of all forms of discrimination and enhancing individual merit, skills and competences
- c) freedom and fundamental rights, in particular, the right to know
- d) responsibility and recognition to fulfil its duties to the community
- e) uphold honesty, integrity and professionalism
- f) freedom of science and research
- g) fairness, impartiality, transparency and loyal cooperation

The University of Padua affirms its values as is expressed in Chapter I of Title I of the University Statute, including particular references taken from the Constitution of the Italian Republic, including the dignity of citizens (Art.3), the development of culture and scientific and technical research (Art.9), the rejection of war and ensuring peace (Art.11), the freedom of teaching

(Art.33), as well as the right of capable and deserving pupils to attain the highest levels of education (Art. 34). The University of Padua reaffirms its conviction by adopting the Codes agreed upon within each academic and scientific structure with reference to the field of bioethical issues and experimentation activities.

The values recognized in this Preamble determine the applied standards of conduct:

- a) in the composition-interpretation of ethical issues governed in Parts II and III of this code
- b) in the composition-interpretation of other ethical issues relevant to university activities and academic life

This code does not replace the law, but rather, it adds to the regulatory provisions applicable to members belonging to the university community and from which they derive their rights and duties.

Part II *Rules of Conduct*

Art. 1 - Refusal of all forms of discrimination

1. All University personnel have the right to be treated with a spirit of understanding, equal respect and consideration. All University personnel are protected from any form of unjust discrimination, directly or indirectly, based on one or more factors, including religion, gender, sexual orientation, personal faiths and beliefs, physical appearance and skin colour, language, ethnic or social origins, citizenship, personal and health conditions, pregnancy, family choices, age.
2. The definition of direct discrimination is based on any of the reasons referred to in the previous paragraph, where the individual is treated less favourably than another is or has been treated differently than others under similar situations. Indirect discrimination occurs when what appears to be a neutral provision, criterion or practice places an individual in a category, such as those listed in the first paragraph, at a disadvantage. Provision, criterion or practices are objectively justifiable when a legitimate purpose is appropriate and necessary.
3. To ensure complete equality in the various aspects of university life, the principle of non-discrimination does not prevent the maintenance or adoption of specific measures aimed at avoiding or compensating for disadvantages related to any of the reasons referred to in the first paragraph.
4. The University of Padua shall adopt appropriate strategies to prevent, discourage and remove discriminatory or oppressive behaviours, particularly those of a habitual and prolonged nature carried out against a member of the University by persons in positions of authority or by fellow colleagues, resulting in psychological persecution or moral violence that cause the degradation of working conditions, or compromises health, professionalism, dignity or the personal life of the individual concerned.
5. The University of Padua rejects all forms of social prejudice, harassment or unwanted behaviours caused by one of the reasons referred to in the first paragraph. This includes all forms of stigmatisation, degradation or humiliation where the idea of supremacy or moral superiority of a group is placed in comparison to another. It is the responsibility of the University and its members to encourage initiatives aimed at protecting disadvantaged groups and individuals by supporting cultural diversity.

Art. 2 – Moral and sexual harassment

1. Following the previously adopted code of conduct on moral and sexual harassment, the University of Padua will not tolerate any form of moral and sexual harassment deemed harmful to

human dignity; the University must ensure swift protection free from prejudice for victims. For related problems, please refer to the provisions of the code indicated above.

Art. 3 - *Freedom and academic autonomy*

1. The University of Padua is committed to creating an environment that favours freedom and autonomy of the individual as a prerequisite to ensure the quality of teaching and research affirming the highest level of professionalism.
2. Exercising academic freedom means that each member of the University staff is required to maintain their conduct with honesty and responsibility by adopting self-regulation that results in upholding integrity to the scientific community, the ethical impact of research and society as a whole. University staff is required to maintain collaborative and respectful conduct towards academic organizational decisions implemented for maximum efficiency, fairness, impartiality and transparency of the university administration.
3. Every member of the academic community is free to express their opinions on the activities and governance of the University under the provision of upholding personal respect and moderation of language in a reasonably held format.

Art. 4 - *Intellectual property and plagiarism*

1. University community members are required to comply with all rules on intellectual property and plagiarism. Authors of an intellectual work belonging to the University must not make use of it for private means, to comply with the confidentiality of results until official dissemination and to cooperate with the University to manage the results in the public interest.
2. Considering the social relevance of scientific research, the University believes that scientific results are a contribution to the development and well-being of its community with provisions held under University Patent Regulation; intellectual property is in the University's favour within a mutual relationship that includes sharing objectives on the use of research results.
3. Plagiarism is the partial or total lack of acknowledgement of words, ideas, researches or discoveries of another author, regardless of the language presented or disseminated, or in the omission of citation of the sources. Plagiarism can be intentional or deriving from negligent behaviour or the abuse of hierarchical positions or academic influence.
4. Important scientific academic activities conducted in collaboration must specifically indicate if requested, all individuals within each group as follows:
 - a) promote the conditions of each participant with integrity, honesty, professionalism, and freedom
 - b) identify individual merits and responsibilities while preventing the inclusion of names of those who did not collaborate or exclude the names of ligament collaborators
 - c) encourage dialogue, cooperation, criticism, and debate in the development of ideas and personal skills, especially while performing mainstream scientific activities or research which requires a complex and/or multidisciplinary methodological approach

Art. 5 – *Conflict of interest*

1. Conflict of interests occurs when the private, personal or professional interests of a member of University staff is in contrast, either directly or only potentially, with the University. This conflict also concerns external working relationships with potentially competing training institutions or other universities as well as situations that may be unrelated to any economic advantage or benefit.
2. Private interests, beyond the economic nature, referred to in the previous paragraph, include:

- a) the immediate interest of a University staff member
 - b) the interest of a family member, cohabitant or similar of a University staff member
 - c) the interest of entities or legal persons of which a University staff member has control of or has a significant financial stake
 - d) the interest of third parties that shall knowingly achieve benefits of a University staff member
3. A University staff member who, in a given circumstance, has interests in conflict with those of the University, must immediately notify the relative University Body or persons in charge or hierarchically superordinate while refraining from submitting a resolution or decisions about the relative conflict.

Art. 6 - Impartiality and fairness

The University of Padua promotes the commitment of all those who work under various capacities within the University while adhering to the following:

- a) substantially and resolutely respecting the principle of impartiality of the public administration
- b) making choices exclusively based on individual skills, competencies, personal merit, and quality of professional services in all circumstances with particular attention to respecting the procedures upheld during the employment selection process

The University of Padua, therefore, disapproves of and undertakes to discourage any form of favouritism or nepotism, as well as any decision-making that does not comply or adhere to these principles.

Art. 7 - Abuse of position

1. No member of the University may directly or indirectly use their academic position of authority or office to force another member of the University to perform benefits or services that may be deemed personally or professionally advantageous, which do not fulfil the legal obligations of others. Abuse can also occur when conduct, although not explicitly forbidden by the laws in force, is clearly in contrast with the spirit of the University's rules and regulations.

Art. 8 – Use of University resources

1. All University members must use resources in a responsible, diligent and optimizing manner that justifies the expense and production of suitable documentation or reports upon the University's request. No member may use research or teaching equipment, premises, human, material or financial resources for any personal or other purposes other than institutional purposes unless explicitly authorised to do so.

Art. 9 – Use of University name and reputation

- 1. All University members must respect the institutions' good name and must refrain from behaviour that may damage its reputation.
- 2. Unless expressly authorized, no member of the University may conduct themselves as follows:
 - a) use the logo and name of the University in an unauthorized or improper manner
 - b) use the reputation of the University in association with professional activities, employment, assignments or other external activities, even those without remuneration
 - c) express strict personal points of view in the name of the University

Art. 10 – Gift and benefits

1. University members must not request, solicit or accept any gift or benefit that could directly, or indirectly, influence University activities. University members may accept offers, gifts or benefits,

of an irrelevant economic value, given during cultural meetings, visits or publicly held scientific conferences providing that its acceptance does not influence university activities.

Art. 11 - Confidential information

All University members must adhere to the following:

1. respect the confidentiality of persons or entities of which the University holds protected information
2. not to disclose confidential data or information related to participation within academic bodies

Part III

Implementing Provisions

Art. 12 - Compliance and implementation of the Code of Ethics

1. Following the provisions of the Preamble and the Rules of Conduct, professors, researchers, technical administrative staff, and students of the University must adhere to the following:
 - a) read and observe this code and familiarise themselves with related interpretations of its practices
 - b) contact the Ombudsman and, if necessary, the University Trusted Advisor to obtain opinions and suggestions on the application of this code or the appropriate conduct concerning cases foreseen by it and to report behaviour that is in contrast with the ethical code of which they or others are victims
 - c) report to their superior or other official bodies of any conduct contrary to the Code of Ethics and to make every effort to ensure that conduct contrary to the code itself ceases to continue
2. The University promotes the widest possible dissemination of this code, through publications, communications, conferences, educational activities and any other means deemed suitable for this purpose.