

DISCLAIMER

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CODE OF ETHICS OF THE UNIVERSITY OF PADOVA

Part I

Preamble

The University of Padova is a public institution of higher learning which promotes and organises higher education and scientific research, with due regard for freedom of teaching and scientific inquiry. In accordance with the principles of the Constitution of the Italian Republic and with its own tradition, dating back to 1222 and encapsulated in the motto '*Universa Universis Patavina Libertas*', the University of Padova affirms its pluralistic character and its independence from any ideological, religious, political or economic influence or discrimination. It fosters the development of a culture founded on universal values such as human rights, peace, environmental protection and international solidarity.

At the University of Padova, students, teaching staff and technical and administrative staff have different roles and responsibilities and engage in a wide variety of relationships. This entails both the recognition of and respect for individual rights and the acceptance by all members of the University community of duties and responsibilities towards the University itself and towards the national and international community.

Aware of the important social and educational role of universities, as recognised by the Constitution of the Italian Republic, the University of Padova is founded on the values that have historically underpinned scientific research, teaching and the many other activities carried out within the University, as encapsulated in the motto '*Universa Universis Patavina Libertas*'. The University conducts its activities in accordance with these values, with a view to fostering the honour, good name and excellence of the University by creating an environment characterised by dialogue and tolerance, respect for diversity, proper interpersonal relations, openness and exchange with the international scientific community, education in values and the development of the individual in all aspects.

The University of Padova requires teaching staff, technical and administrative staff and students, in accordance with their respective roles and responsibilities, both individually and within the University's collegial bodies, to respect, safeguard and courageously uphold the core values of university institutions, including:

- (a) the dignity of every person;
- (b) the rejection of all forms of discrimination and the recognition of individual merit, abilities and skills;
- (c) freedom and fundamental rights, in particular the right to knowledge;
- (d) responsibility and the recognition and fulfilment of duties towards the community;
- (e) honesty, integrity and professionalism;
- (f) freedom of science and research;
- (g) fairness, impartiality, transparency and loyal cooperation.

The University of Padova affirms the values set out in Chapter I of Title I of the University Statute, with particular reference to the Constitution of the Italian Republic, especially as regards the dignity of citizens (Article 3), the development of culture and scientific and technical research (Article 9), the repudiation of war and the promotion of peace (Article 11), freedom of teaching (Article 33), and the right of capable and deserving students to attain the highest levels of education (Article 34).

The University of Padova reaffirms its belief in the appropriateness of adopting the Codes already

approved within its teaching and research Units concerning bioethical issues and experimental activities.

The values recognised in this Preamble establish standards of conduct to be applied:

- (a) in resolving and interpreting ethical issues governed by Parts II and III of this Code;
- (b) in resolving and interpreting other ethical issues relevant to University activities and University life.

This Code does not replace the law, but supplements the statutory and regulatory provisions applicable to members of the University community from which their rights and duties arise.

Part II *Rules of Conduct*

Article 1 – Rejection of all forms of discrimination

1. All members of University staff have the right to be treated with understanding and with equal respect and consideration, and not to be unjustly discriminated against, either directly or indirectly, on one or more grounds, including religion, gender, sexual orientation, conscience and personal beliefs, physical appearance and skin colour, language, ethnic or social origin, citizenship, personal circumstances and health, pregnancy, family choices and age.
2. Direct discrimination occurs where, on any of the grounds referred to in the preceding paragraph, a person is treated less favourably than another person is or has been treated in a comparable situation. Indirect discrimination occurs where an apparently neutral provision, criterion or practice may place categories of persons identifiable on the basis of the factors listed in paragraph 1 at a particular disadvantage, 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. In order to ensure full equality in the various aspects of University life, the principle of non-discrimination shall not prevent the maintenance or adoption of specific measures intended to prevent or compensate for disadvantages associated with any of the grounds referred to in paragraph 1.
4. The University of Padova adopts appropriate strategies to prevent, discourage and eliminate discriminatory or harassing conduct, particularly where such conduct is habitual and prolonged over time, towards a member of the University by persons in a position of authority or by other colleagues, where such conduct takes the form of psychological persecution or moral harassment capable of causing a deterioration in working conditions or of undermining the person's health, professional standing, dignity or very existence.
5. The University of Padova rejects all forms of social prejudice, all harassment or nuisance caused on any of the grounds referred to in paragraph 1, all stigmatising, degrading or humiliating practices, and the notion of the supremacy or moral superiority of one group over another. It is the responsibility of the University and its members to encourage initiatives aimed at protecting disadvantaged groups and individual and cultural diversity.

Article 2 – Sexual and moral harassment

1. In accordance with the Code of Conduct on Sexual and Moral Harassment previously adopted by the University, the University of Padova does not tolerate sexual or moral harassment, understood as conduct that infringes human dignity, and ensures that victims receive prompt protection free from prejudice. Matters related to such conduct are governed by the provisions of the aforementioned Code.

Article 3 – Academic Freedom and Autonomy

1. The University of Padova is committed to creating an environment that fosters the ideal of freedom and individual autonomy, as prerequisites for the quality of teaching and research and for the highest standards of professional practice.
2. In exercising academic freedom, members of University staff are required to act honestly and responsibly, including through the adoption of self-regulatory systems designed to inform the scientific

community and society about research methodology, results, integrity and ethical impact. University staff are also required to act in a cooperative manner and with due respect for organisational decisions of an academic nature adopted with a view to ensuring the efficiency, fairness, impartiality and transparency of University administration.

3. Every member of the academic community is free to express reasoned critical opinions on the activities and governance of the University. Statements of this kind made through the public media must, however, always be characterised by respect for others and moderation of language.

Article 4 – Intellectual Property and Plagiarism

1. Members of the University community are required to comply with the rules on intellectual property and plagiarism in substance and not merely in form. The author of an intellectual work belonging to the University must not use it for private purposes and must maintain confidentiality regarding the results achieved through that work until their official disclosure.

2. In view of the social importance of scientific research, the University of Padova considers that research results should contribute to the development and well-being of the community, without prejudice to the provisions of the University Patent Regulations. Intellectual property is therefore presumed to vest in the University, within a reciprocal relationship based on shared objectives concerning the use of research results.

3. Plagiarism is defined as the partial or total attribution to oneself or to another author of words, ideas, research or discoveries belonging to others, irrespective of the language in which they are officially presented or disseminated, or as the failure to cite sources. Plagiarism may be intentional, may result from negligent conduct, or, in the case of collective works, may arise from abuse of one's higher hierarchical or academic position.

4. Academic activities of scientific significance carried out collectively must, where required, specifically indicate which parts are attributable to each contributor. Within each group, it is necessary to:

- a) promote conditions that enable each participant to work with integrity, honesty, professionalism and freedom;
- b) recognise individual merit and identify the responsibilities of each participant, preventing both the inclusion of persons who did not in fact contribute and the exclusion of those who did;
- c) encourage dialogue, cooperation, critical discussion, reasoned argument, the development of ideas and personal skills, particularly in scientific activities at the boundaries between disciplines or requiring a complex and/or multidisciplinary methodological approach.

Article 5 – Conflict of Interest

1. A conflict of interest arises where the private interest of a member of University staff conflicts, even potentially, with the interests of the University, whether economic or otherwise. Such a conflict also includes external employment relationships with educational institutions or universities that may compete with the University.

2. The private interest referred to in the preceding paragraph, whether economic or otherwise, may concern:

- a) the direct interest of the member of University staff concerned;
 - b) the interest of a family member, cohabiting partner or relative by marriage of a member of University staff;
 - c) the interest of bodies or legal entities over which the member of University staff exercises control or in which they hold a significant financial interest;
 - d) the interest of third parties, where the member of University staff may knowingly derive an advantage from it.
3. A member of University staff who, in a particular transaction or circumstance, has interests that conflict with those of the University must immediately disclose the conflict to the competent body, the person responsible or their immediate superior, and must in all cases refrain from taking part in any related deliberations or decisions.

Article 6 – Duties of Impartiality and Fairness

The University of Padova encourages all those who work at the University in any capacity to:

1. uphold, in a substantive and rigorous manner, the principle of impartiality in public administration;
2. base their decisions exclusively on the recognition of individual abilities and skills, personal merit and the quality of professional performance, in every context and particularly in competitive selection procedures.

The University of Padova therefore disapproves of and undertakes to discourage all forms of favouritism or nepotism, and any decision that is not based on respect for these principles.

Article 7 – Abuse of Position

1. No member of the University may use, directly or indirectly, the authority associated with their academic position or office to compel other members of the University to perform work or provide services for their benefit, unless such work or services constitute a legal obligation on the part of those required to perform them. Abuse may also take the form of conduct which, while not unlawful, is manifestly contrary to the spirit of the University's rules and regulations.

Article 8 – Use of University Resources

1. Members of the University must use University resources responsibly, diligently and efficiently, in such a way as to be able to justify expenditure and provide appropriate supporting documentation or accounts upon request by the University. No member may use, or make available to external persons or entities, the University's research equipment, premises or human, material or financial resources for personal purposes and/or for purposes other than those of the University, or in any event for purposes not expressly approved by the University.

Article 9 – Use of the University's Name and Reputation

1. All members of the University are required to respect its good name and must not damage the reputation of the institution.
2. Unless expressly authorised, no member of the University may:
 - a) make unauthorised or improper use of the University's logo or name;
 - b) use the University's reputation in connection with professional activities, employment, appointments or other external activities, whether paid or unpaid;
 - c) express strictly personal views while invoking the name of the University.

Article 10 – Gifts and Benefits

1. Members of the University must not solicit and must refuse any offer of gifts or benefits that are more than symbolic in value and that could influence, even indirectly, the performance of University activities. Members may accept unsolicited offers of gifts or benefits of negligible economic value received in connection with cultural meetings, visits or public scientific conferences, provided that acceptance does not affect, even indirectly, the performance of University activities.

Article 11 – Confidential Information

All members of the University are required to:

- a) respect the confidentiality of protected information held by the University concerning persons or entities;
- b) not disclose confidential data or information acquired through participation in academic bodies.

Part III *Implementing Provisions*

Article 12 – Compliance with and Implementation of the Code of Ethics

1. In accordance with the provisions of the Preamble and the Rules of Conduct, professors, researchers, technical and administrative staff and students of the University:

- a) are required to familiarise themselves with and comply with this Code and to keep themselves informed of the relevant interpretative practices;
- b) are encouraged to consult the University Ombudsperson and, where appropriate, the University Confidential Adviser in order to obtain opinions and guidance on the application of this Code or on appropriate conduct in situations covered by it, and to report conduct contrary to the Code of Ethics of which they are victims;
- c) are encouraged to report conduct contrary to the Code of Ethics to their immediate superior and, within the scope of their responsibilities, to take appropriate steps to ensure that such conduct ceases.

2. The University shall promote the widest possible dissemination of this Code through publications, communications, conferences, teaching activities and any other means considered appropriate for this purpose.