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Decree of the Rector No. 2/2020,

CODE OF ETHICS OF THE ACADEMY OF PERFORMING ARTS IN PRAGUE

dated 27 January 2020

The Rector of the Academy of Performing Arts in Prague, pursuant to Article 5(6) of the Statutes and in accordance with Section 10(1) of Act No. 111/1998 Coll., on Higher Education Institutions and Amendments to Other Acts (the Higher Education Act), as amended, hereby issues this

CODE OF ETHICS OF THE ACADEMY OF PERFORMING ARTS IN PRAGUE:

Preamble

The Academy of Performing Arts in Prague, in respect for its humanistic and artistic tradition, upholds the values of democracy and the rule of law, and elevates ethical principles and societal interests above economic and power interests; it is a co-creator of public opinion through its academic bodies as well as individual pedagogues, students and graduates.

In all situations, AMU behaves in a credible and predictable manner; the values it espouses represent the foundation of a free and open society, respecting the dignity of each individual and the right to diversity; AMU leads its students to openly adopt responsible societal attitudes and thereby declares its conviction that creativity, art and artistic education should play an active role in the development of society.

As a leading education centre, AMU collaborates and partners with state administrative bodies, other higher education institutions, cultural institutions and other entities, in particular on issues of supporting and promoting art and culture as intangible values generally in our current world and society, as well as in the lives of every individual; as such, it is a prominent actor in the area of cultural and educational policy, as it is convinced that support for creation and creativity should be one of the strategic priorities of a modern state.

This Code of Ethics is an expression of our common effort to achieve the best artistic, moral and life results in the spirit of the principles stated above.

**Article 1
General Principles**

- (1) Members of the academic community and employees of the Academy of Performing Arts in Prague (hereinafter "AMU") shall uphold the laws of the Czech Republic and other legislation, as well as AMU's internal regulations and norms. They shall avoid any illegal activity.
- (2) In all their work, members of the AMU academic community and AMU employees shall uphold a high standard of human moral and ethical principles, including the principles of this Code of Ethics.
- (3) They shall demand the same of their colleagues (staff as well as students), take active steps to do so, and shall always set an example for their colleagues in this regard.
- (4) They shall neither defend nor conceal unethical conduct or actions even if such conduct or actions are justified or motivated by a purpose, e.g. benefit, obedience or loyalty.
- (5) They shall consider pedagogical, artistic, scientific, academic and creative work in general to constitute an integral contribution to the development of human knowledge, culture, innovation and general utility. They shall promote the pluralism of such work and defend it against unjust impugment or abuse. They shall carefully uphold and disseminate the principles of reliable and credible artistic, scientific and other creative work publicly, among their collaborators, and especially among students.
- (6) They shall continuously develop their abilities, expand and deepen their knowledge and skills in the areas of their professional focus, and enhance the quality of their pedagogical work.

- (7) They shall remain critical of the results of their work, the findings they obtain and the conclusions they reach. They shall approach the results of their collaborators, classmates and students objectively and critically, but in a collegial manner, and they shall remain open to discussion and argumentation.
- (8) They shall defend freedom of thought, research and expression, and the open exchange of ideas and information. In their artistic, scientific or other creative work and in their pedagogical activities or studies, they shall not adopt ideological approaches and shall reject everything that may offend human dignity or threaten the proper functioning and development of human society.
- (9) They shall respect fundamental human rights and freedoms, including first and foremost the right to life and health, the integrity of the person and personal privacy, the right to preserve human dignity, personal honour and reputation, freedom of thought, conscience, religious conviction and expression, and the freedom of artistic creation and scientific research. They shall endeavour to avoid actions that would violate these rights and freedoms.
- (10) They shall reject discrimination based on race, ethnic origin, nationality, ideology, religion, faith, worldview, age, gender, sexual orientation, physical or sensory disability, language, social origin, marital status or economic status. They shall treat everyone with respect regardless of socio-cultural differences. They shall uphold the principles of equal access and equal opportunity. They shall reject all forms of sexual harassment or violence. They shall not make use of academic premises to advance the interests of political parties or movements.
- (11) They shall protect AMU's mission as anchored in its Statutes, and shall not elevate their private interests above it. They shall honour AMU and not undertake any action that could impugn its good name. They shall be aware that they represent AMU externally through their performance, conduct and affect.

Article 2

Principles of Educational Activities

- (1) Members of the AMU academic community and AMU employees participating in educational activities shall interact with students always on the basis of an objective, appropriate, demanding, yet sensitive evaluation of their individual abilities, knowledge, diligence and other personal characteristics; they shall grade academic results impartially and objectively.
- (2) They shall communicate with students in an open and appropriate manner, without resorting to underestimation, humiliation or any form of disrespect.
- (3) They shall always treat students justly; they shall neither require of them activities which constitute part of their own duties, nor appropriate their work and/or their achieved results.
- (4) They shall willingly share their knowledge, skills and experience with students, but shall not duplicate their activities.
- (5) They shall endeavour to educate not only through high-quality teaching and exercises, but also in all circumstances by setting a personal example; they shall carefully uphold the set rules concerning the organisation of instruction.
- (6) They shall fully and proactively engage in students' collective and individual instruction and edification, assist in the development of students' independent and critical thinking skills, support the enhancement of students' qualifications and professional development as well as their creative and publishing activities, and they shall help students establish external contacts, including international contacts.
- (7) They shall impose reasonable consequences for any failure, unethical conduct or behaviour on the part of students.
- (8) They shall avoid conflicts of interest and, should such a situation arise, report it in the appropriate manner.
- (9) In their tests and assignments, students shall not cheat, provide opportunities for others to cheat, or plagiarise.

- (10) In connection with the fulfilment of their academic duties, students shall avoid offering gifts in any form or offering any services that could be interpreted as an attempt to influence the outcome of an examination or otherwise influence the fulfilment of their academic duties.

Article 3 **Principles for Artistic, Scientific and Other Creative Activities**

- (1) Members of the AMU academic community and AMU employees participating in artistic, scientific and other creative activities shall focus their research, or artistic or other creative activities, as the case may be, on expanding the limits of human knowledge, on developing artistic and cultural values, on scholarship, etc.
- (2) They shall always ensure that these activities shall not endanger collaborators, classmates, other participants, society, the environment, or impugn material, cultural or ethical values.
- (3) Members of the AMU academic community and AMU employees participating in artistic, scientific or other creative activities shall be aware of their responsibility for the reliability, accuracy and conclusiveness of their research, while respecting the methods used.
- (4) When publishing their findings and results, they shall attend to the completeness, verifiability and conclusive interpretation of such findings and results.
- (5) Members of the AMU academic community and AMU employees shall ensure the purposeful, efficient and environmentally responsible use of funds provided to them by AMU for artistic, research, creative or other activities within the scope of the principles of sustainable development and reasonable use of resources.
- (6) Members of the AMU academic community and AMU employees shall take care of AMU property and use it properly; they shall prevent damage from occurring to such property. They shall not abuse such property or their position for private interests or personal benefit, or for the benefit of third parties.
- (7) Members of the AMU academic community and AMU employees participating in artistic, scientific or other creative activities as authors or co-authors of results shall present only if they themselves have achieved or significantly contributed to such results; they shall strictly avoid any form of plagiarism, including the repeated use of earlier works without proper citation, including works of their own authorship (self-plagiarism).
- (8) Members of the AMU academic community and AMU employees participating in artistic, scientific or other creative activities in publications shall objectively acknowledge the contribution of their colleagues and predecessors, always citing in an appropriate form a clear and accurate reference to the relevant source.
- (9) Members of the AMU academic community and AMU employees participating in artistic, scientific or other creative activities shall transmit their results, unless subject to legitimate confidentiality, to the artistic, professional or scientific public. They shall inform the general public of their findings in a deliberate manner.
- (10) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall not duplicate research conducted elsewhere unless this is necessary to verify, supplement or compare results.
- (11) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall also cite essential works that are not in accordance with their results and opinions.
- (12) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall not fragment their results, i.e. they shall not divide them unnecessarily into multiple presentations in order to increase the number of such presentations.
- (13) Should an AMU academic staff member or AMU employee participating in artistic, scientific or other creative activities find an error in his/her presentations, he/she shall take all necessary and possible steps to correct such error, and shall not attempt to conceal or disguise it.
- (14) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall conduct assigned assessment, review or other evaluative activities personally, independently and carefully, according to the rules of the assigning party.

- (15) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall protect the intellectual property of the authors of reviewed manuscripts, project proposals and reports, works of art, etc., and shall not use the data contained in the evaluated materials for any purpose other than for elaborating the relevant review assessment, nor shall they provide such data to third parties.
- (16) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall not intentionally extend the evaluation period in order to achieve advantage to themselves or to third parties.
- (17) An academic staff member or AMU employee participating in artistic, scientific or other creative activities shall refuse to elaborate a scientific, scholarly or artistic opinion if the conclusions could be influenced by his/her personal interest, or if they clearly indicate this; he/she shall avoid any conscious conflicts of interest.
- (18) Academic staff members and AMU employees participating in artistic, scientific or other creative activities shall elaborate expert opinions responsibly and always only in the thematic area of their field and shall not be subject to external pressures.

Article 4 **AMU Ethics Committee**

- (1) The AMU Ethics Committee has been set up to assess complaints regarding compliance with the Code of Ethics.
- (2) The details of the Ethics Committee and the procedure for the acceptance of complaints are regulated by the Rules of Procedure of the AMU Ethics Committee, which, after deliberation in the AMU Academic Senate, shall be issued by the Rector in a decree.
- (3) Cases of a breach of the Code of Ethics may be considered, in view of their nature and other circumstances of the particular case, to constitute a breach of obligations arising under legislation applicable to the work performed by a staff member or employee, or a failure to meet the requirements for due performance of such work. Such an assessment may entail the application of relevant consequences under employment legislation.
- (4) Cases of a breach of the Code of Ethics may be considered, in view of their nature and other circumstances of the particular case, to constitute a disciplinary infraction in the sense of the AMU Disciplinary Code.

Article 5 **Final Provisions**

- (1) The Parts of AMU may adopt their own Codes of Ethics, reflecting additional specifics of the educational, scientific or artistic fields, or of other creative activity at such Part. All codes of Ethics per the previous sentence must be in accordance with this Code of Ethics.
- (2) The AMU Code of Ethics deliberated by the AMU Academic Senate on 26 April 2007 and by the AMU Artistic Council on 22 May 2008 is hereby revoked.
- (3) This Code of Ethics was deliberated in accordance with Article 5(6) of the AMU Statutes by the AMU Academic Senate on 13 January 2020.
- (4) This decree shall become valid and effective on 27 January 2020.

doc. Jan Hančil, m.p.
Rector