

The Rector has issued, pursuant to Section 17 paragraph 7 letter a) of Act No. 179/1998 Coll., on Higher Education and on Amendments and Additions to Other Acts (the Higher Education Act), as amended, and further pursuant to the provisions of Article 5 of the Statute of the Academy of Arts, Architecture and Design in Prague effective from 1 September 2017, and after discussion in the Academic Senate of the Academy of Arts, Architecture and Design in Prague, this Directive:

The UMPRUM Code of Ethics

Rector's Directive
5/2021 of 25 January
2021

1. Preamble

- 1.1. The UMPRUM Code of Ethics of the Academy of Arts, Architecture & Design in Prague (hereinafter referred to as the Code) governs the activities of all academic (teachers, students) and non-academic (workshop staff, administrative apparatus) staff of the Academy of Arts, Architecture & Design in Prague (hereinafter referred to as students and staff, or students, staff).
- 1.2. The Academy of Arts, Architecture & Design in Prague (hereinafter referred to as UMPRUM) associates its existence with the values of humanity, democracy, and cultural refinement. Its mission is to cultivate free thinking, independent scientific research, and distinctive artistic creation, while comprehensively supporting the creative spirit of human society. Students, pedagogues, and other academy staff equally contribute to upholding these values. Through their daily behaviour, they not only create the atmosphere within the academy community but also shape the public image of the institution and define its place in society. The foundation of this image is the respect for academic and creative freedom, moral standards, and the principles of academic integrity, without which the aforementioned goals cannot be honourably achieved.
- 1.3. The Code regulates situations related to activities and both creative and scientific research activity at an art academy. The Code establishes the Ethics Committee, which addresses violations of the Code.

2. Principles of Ethical Conduct

- 2.1. Students and staff respect human rights and fundamental freedoms. They reject hatred, violence, discrimination, and ridicule based on race, ethnic origin, nationality, ideology, religious beliefs, worldview, age, gender, sexual orientation, physical disability, language, social origin, or property status.
- 2.2. Students and staff respect academic freedoms and, in the event of their violation, defend them both within the academy and externally.
- 2.3. Students and staff honour the rules of proper conduct.
- 2.4. Students and staff respect individual freedom.
- 2.5. Students and staff do not abuse their authority.

- 2.6. Students and staff reject all forms of bullying, activities exploiting distress, and those based on the dependence of one person on another or on a collective.
- 2.7. Students and staff reject sexual harassment and violence.

- 2.8. The relationship to the environment is part of the ethical standards of students and staff.

- 2.9. The academic environment is not intended for the promotion of political parties and movements; however, political topics are not excluded from the academy environment.

3. Relationship with the Institution

- 3.1. Students and staff uphold the good name of UMPRUM and are aware that their behaviour represents the academy.

- 3.2. Students and staff contribute to fulfilling the mission of UMPRUM.

- 3.3. Students and staff are loyal to UMPRUM, contribute to its development, and do not prioritise their private interests over the interests of the academy.

- 3.4. Students and staff avoid potential conflicts of interest during activities conducted concurrently with their engagement at UMPRUM.

- 3.5. Students and staff attribute UMPRUM in connection with all projects created as part of fulfilling academy obligations or in relation to them, in fulfilling obligations arising from employment or similar relationships, with financial support from the academy, or if their implementation was conditional on the use of the academy's property.

- 3.6. Students and staff manage the academy's property responsibly, ensuring that it is not subject to unnecessary damage or unwarranted wear and tear. The property of the academy may be used by the student only for purposes directly related to the fulfilment of study obligations, and by the staff solely for the purpose of fulfilling obligations arising from their employment or similar relationship with the academy.

- 3.7. Students and staff do not accept gifts if doing so would violate the Code of Ethics.

4. Educational Process

- 4.1. Students and staff respect freedom of speech.

- 4.2. Students are guided towards critical thinking, independent research, and creative activity.

- 4.3. Students and staff cultivate collegiality and honour the rules of academic cooperation.

- 4.4. Lectures and seminars, studio practice, as well as activities in the workshops, are conducted properly. Students and staff respect the ethical standards of UMPRUM and develop them within the framework of education.

- 4.5. Discussions in the studios take place freely, and plurality of opinions is respected.
- 4.6. Students and staff respect copyright and do not claim the work of others as their own. The work of students and staff of the academy is always duly recognised. No one exploits the willingness for unpaid collaboration.
- 4.7. The evaluation of study results is conducted impartially, fairly, and transparently
- 4.8. Students approach their studies seriously and dedicate sufficient time to them.

5. Scientific and Artistic Activity

- 5.1. Students and staff adhere to the professional ethics of the disciplines taught at UMPRUM (graphics, architecture, fine arts, design, applied arts, theory and history of art).
- 5.2. Scientific and artistic creation takes place freely, respecting the plurality of possible creative and scientific approaches.
- 5.3. Pedagogical, scientific, and artistic work is carried out with full commitment and with knowledge of the current developments in the field. Part of being at UMPRUM also involves continuous self-education and sharing acquired information within the academic community.
- 5.4. Students and staff respect intellectual property and reject plagiarism as well as self-plagiarism.
- 5.5. Students and staff do not appropriate the work of others. All individuals who contributed to the realization of a specific work are always listed as its originators.

6. Ethics Committee

- 6.1. The Ethics Committee is appointed by the Rector after discussion with the UMPRUM Academic Senate, from among members of the UMPRUM academic community. At least two members of the Committee are members of the UMPRUM Academic Senate and always represent both the Faculty Chamber and the Student Chamber. An external member with an advisory vote may become part of the Ethics Committee for the purposes of a specific meeting. In the event of a conflict of interest of a specific Committee member, the Rector shall appoint their substitute.
- 6.2. The Ethics Committee has five members. The term of office is three years. The Rector appoints the Chair, whose term of office is also three years.
- 6.3. The Ethics Committee has a quorum when more than half of its members are present and decides by a majority of those present. For the approval of a recommendation to the Rector regarding termination, dismissal of employment or expulsion from studies, votes of an absolute majority of all Committee members are required.
- 6.4. Suggestions to the Ethics Committee may be submitted by anyone to any of its members or to the Rector, who shall forward them to the Chair without undue delay.
- 6.5. The Ethics Committee shall meet without undue delay after receiving the complaint. The Committee meeting shall be convened by the Chair of the Committee or the Rector. Upon the proposal of two Committee members, the Rector is obliged to convene a Committee meeting within 14 days of receiving the proposal.

- 6.6. The Ethics Committee meeting is closed to the public, voting is by secret ballot. The Ethics Committee provides recommendations to the Rector regarding possible sanctions. Recommendations take the form of a resolution, which is always accompanied by a justification of the decision summarising the key factual findings and evidence produced during the Committee's proceedings. Evidence may be in the form of documents or testimony from any member of the academic community.
- 6.7. Members of the Ethics Committee are bound by confidentiality.
- 6.8. The Rector decides on possible sanctions based on the recommendation of the Ethics Committee,
- 6.9. The Academic Senate of UMPRUM fulfils the role of an ombudsman, monitoring behaviour contrary to the principles of the Code and proposing organisational or other measures to the Rector that would assist in promoting the Code.

7. Final Provisions

- 7.1. This Directive comes into force and effect on 1 February 2021.

In Prague, on 25 January 2021

Academy of Arts, Architecture & Design in Prague
Prof. PhDr. et PaedDr. Jindřich Vybíral, DSc.
Rector