

# CODE OF ETHICS

## PREAMBLE

The University Rey Juan Carlos is a public body with an outstanding reputation for teaching and research, its commitment to ethical principles consolidating its institutional mission.

The Code of Ethics of the University Rey Juan Carlos establishes the set of guiding principles which must inform the conduct of the whole academic community: governing bodies, teaching and research staff, administration and services staff, teaching assistants and students. The staff of affiliate bodies collaborating with the University must also sign this Code of Ethics.

The Code of Ethics informs the conduct of its members towards the other stakeholders, centres or bodies collaborating with the University Rey Juan Carlos in the performance of its activities, as well as all the individuals or groups making use of the University's services and spaces. It establishes the shared values which must be understood and observed in order to inspire professional conduct and enhance social harmony.

Public recognition of the Code of Ethics of the University Rey Juan Carlos and its effective enforcement should strengthen the full commitment of the academic community to those shared values. The Code of Ethics will enable the promotion of academic social responsibility, best practice, transparency, greater participation, efficiency and effectiveness, thus ensuring the University Rey Juan Carlos meets its objectives as a public university. The Code of Ethics also helps to generate the highest level of trust in its management and institutional procedures within the society to which it belongs.

## **ETHICAL PRINCIPLES AND COMMITMENTS**

The actions and decisions of the members of the academic community are governed by the following ethical principles and commitments:

**FREEDOM.** To promote the fundamental freedoms in all spheres of activity: teaching, research, management and learning. Freedom must be exercised responsibly, without manipulating or exploiting people, or using coercion or violence to achieve our objectives.

**JUSTICE AND EQUALITY.** To treat the rights and obligations of all members of the community equally, promoting social equality, the common good and the harmonious coexistence of the society to which the University belongs.

**INTEGRITY AND HONESTY.** To commit all members of the University, and especially those performing senior management duties, to act personally and professionally according to the principles of honesty, integrity and transparency, and to prevent deceit.

To act at all times in a fair and responsible manner, discouraging, investigating or reporting any actions involving academic fraud or enabling benefits to be unfairly obtained, such as plagiarism, impersonation, forgery, copying and cheating in any kind of entrance exam or assessment.

**SUSTAINABLE HUMAN DEVELOPMENT.** In the interests of the common good, to promote sustainable human development through a process of progressive, equitable and viable social, economic and environmental change to improve the quality of life of the human race without compromising the capacity of future generations to satisfy their own needs.

**DIGNITY.** To respect the dignity and diversity of every individual, by protecting academic life from physical, psychological or social abuse.

To report any case of harassment or behaviour infringing personal dignity or respect for diversity, and to promote solidarity between all members of the academic community.

**TOLERANCE AND INCLUSION.** To respect the opinions and ideas of all members of the academic community to ensure interaction between them.

To defend pluralism and encourage participation without any kind of discrimination based on race, gender, language, religion, political opinion, sexual orientation, national or social origin, financial position, birth or any other status.

**RESPECT AND COLLABORATION.** To promote rational argument and polite, rigorous and truthful debate, treating all the members of the academic community with consideration, kindness, fairness, and respect for their rights.

To work in solidarity with the rest of the academic community on compliance with the objectives, principles and values contained in this Code of Ethics, and on implementation of best practice in the different training, research, management and knowledge transfer activities.

**DEMOCRATIC PARTICIPATION.** To promote the unrestricted right to democratic participation in the University's electoral procedures, through systems guaranteeing that elections are held regularly, that suffrage is unrestricted and universal, that right to equality of opportunities form part of those procedures, and that no person or group can impede freedom of candidature through pressure, intervention or prior agreement.

**GOOD GOVERNANCE, TRANSPARENCY AND ACCOUNTABILITY.** In the cases of governing bodies, individuals occupying senior posts, and members of the university's collegiate bodies, to act in an exemplary fashion in accordance with the ethical principles established in this code, above and beyond the basic regulatory and legal requirements. To that end, they will seek to satisfy the general interest, they will exercise their authority fairly and transparently, they will reject abuse of power and make proper and effective use of resources, and they will be diligent, equitable and precise in their implementation of procedures and their adoption of decisions and resolutions.

The ethical performance of the governing bodies, senior officials and members of the University's collegiate bodies, involves the assumption of responsibility to the academic community as a whole, both with regard to decisions taken individually and decisions taken collectively in which individuals participate.

COMMITMENT TO THE INSTITUTION. To ensure the improvement of the institution through working with commitment to achieve its objectives and facilitate its democratic operation.

To comply with the rules governing the operation of the University, to behave fairly towards it and the academic community it represents, and to undertake to refrain from using information or data affecting the privacy or financial rights of individuals, using any other confidential information of the University for private purposes, or making that data public unduly. That obligation must be maintained during and after the provision of the service, even after termination of the link with the University. The foregoing is based on the legislation in force and the confidentiality agreements signed with other bodies, without prejudice to the rights and legal obligations regarding the prosecution and reporting of crimes.

QUALITY AND EXCELLENCE. To act as diligently and proficiently as possible to ensure that the public services offered to society are of the highest quality academically and administratively.

To manage all the available resources properly, rationally and effectively based on actual needs and the principles of sobriety, efficiency, transparency and accountability.

RESPONSIBILITY. To fulfil obligations and responsibilities at all levels (teaching, research, management or learning), to recognise and accept the consequences of the actions performed, and to act in the interests of society through commitment to the creation and dissemination of scientific knowledge.

## **MONITORING OF THE CODE OF ETHICS**

This Code of Ethics is monitored by the Ethics Committee of the University Rey Juan Carlos, which also guarantees its dissemination to all members of the academic community in the interests of raising their awareness. The procedures of the Ethics Committee are coordinated with the procedures of the bodies of the University with statutory

responsibility for discipline, as well as other procedures implemented by the University in the sphere of academic social responsibility.

The structure, composition and rules of operation are governed by the Regulations approved by the Council, following a report by the Social Council.