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www.uth.gr/ethics

To all members of the academic community

The University of Thessaly has drawn up this Code of Ethics, so that all members of the academic community, professors, researchers, students and administrative staff, can cooperate in the application of the basic principles of ethics and ethics, which primarily concern their relationships, research, copyright and teaching.

Adherence to the principles of the Code, on the one hand, contributes to the personal improvement of everyone, on the other hand, to the promotion of quality and the elevation of the prestige of the University of Thessaly. We believe that the higher education of our country, in addition to the promotion of science and the dissemination of knowledge at the highest possible level, must constantly confirm itself as a social vanguard in matters of meritocracy, impartiality, respect for rights, and inspire its members, but also in society in general, the feeling of duty and selfless giving.

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Preamble

Professors, researchers, students and administrative staff of the University of Thessaly (UTH) constitute an academic community, dedicated to the promotion and dissemination of knowledge at the highest possible level of excellence. Serving this purpose requires academic ethics and implies obligations that go beyond the self-evident obligation of every citizen to obey the laws of the state.

Truthfulness, a sense of justice, impartiality, honesty, integrity, self-respect and respect for the rights and personality of others, a sense of duty and contribution, modesty, safeguarding the prestige of academia status and avoiding any abuse of it are virtues that the members of the academic community must demonstrate in all aspects of their academic and public life in general.

All members of the UTH community (professors, researchers, students and administrative staff) must know that no form of discrimination based on gender, racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation is tolerated by the Foundation and that the principle of equal treatment should be guaranteed. Any form of direct or indirect discrimination, harassment and sexual harassment is not tolerated by the Foundation. In the workplace, all categories of members of the TY community must behave with due respect, in the absence of any form of discrimination and any form of harassment.

Without prejudice to the generality of the above formulations, this Code includes certain rules that refer to the individual categories of members of the academic community. Their violation may constitute a more or less serious, as the case may be, a disciplinary offense and attract sanctions, in accordance with the procedures provided for by law. This Code expresses basic principles of ethics and ethics, which concern relations between community members, research, copyrights,

the teaching and evaluation of students and does not negate or substitute in any way the obligations arising from the present legislation, with which the members of the academic community must strictly comply.

The University of Thessaly has established and operates an Ethics Committee, which is made up of:

- Vice Chancellor for Academic Affairs and Personnel, as President
- Dean of the School of Humanities and Social Sciences
- Dean of the School of Engineering
- Dean of the School of Health Sciences
- Dean of the School of Agricultural Sciences
- President of the Department of Economics
- President of the Department of Physics

The University of Thessaly, through lectures, seminars, courses or relevant publications, informs, specializes and educates lecturers, researchers, students and administrative staff on all issues related to ethics and ethics. The Central Ethics Committee (CEC) communicates regularly with the Departmental Internal Ethics Committees (IEC), coordinates their work and deals with issues which, due to their seriousness, cannot be resolved at the Departmental level (see chapter VI).

I. - Rules for faculty members, lecturers and researchers

1. Relations between teachers

Faculty members and all categories of teachers (Laboratory Teaching Staff, Laboratory Technical Staff, 407 contract holders, etc.) must treat their colleagues with due respect. While reserving their right to express an objective scientific judgment, they must avoid derogatory and insulting expressions about the scientific and teaching work of their colleagues.

Harassment by teachers of their colleagues at work and exploiting in any way their status, especially the grade to which they belong, or their institutional role, in order to compel other members of the academic community to commit a specific act, omission, judgment or vote constitutes a serious disciplinary offence.

2. Behavior during participation in collective bodies

Faculty members and all categories of teachers must participate continuously in the collective bodies of the University, when and as the law stipulates. They must also not unreasonably refuse to participate in committees recommended on a case-by-case basis.

When participating in the work of the collective bodies of the University, faculty members and all categories of teachers must comply with the instructions of the respective chairperson, taking the floor only when it is given to them, not interrupting other speakers, do not leave the meetings of the bodies without justification, do not interrupt or hinder in any way the smooth progress of their work and express their opinions with moderation, impartiality and brevity, avoiding expressions that are offensive or derogatory to the opinions of the members other participants.

3. Relations with students

Faculty members and all categories of teachers owe all students equal respect and care, regardless of their gender, national origin, religious or other beliefs. In particular, lecturers must have sufficient time, in order to guide their students even on an individual basis, based on the interests of the latter and their scientific and academic development.

The use of students in any way in projects unrelated to their university duties, especially for the purpose of obtaining any benefit on the part of the teachers, constitutes a serious disciplinary offense.

4. Relations with the administrative staff

Faculty members and all categories of teachers must treat administrative staff with due respect.

In particular, they must not violate the dignity of the employees in question, not require them to perform tasks that are beyond their competence, nor require them to prioritize the satisfaction of their personal requests to the detriment of the smooth operation of the University.

5. Behavior outside the University

Faculty members and all categories of teachers must, during their public life outside the University, not use their university status in a way that could expose the University or in order to obtain benefits of any kind for reasons not related to their scientific skills.

When they disseminate their reflections through the media, they must make it clear whether they are doing so in their scientific capacity or not. More generally, it is considered prudent to avoid their participation in public debates, which, in terms of their type, style or content, harm the prestige of the academic community.

1. General

The Schools or the Departments of the University may specialize the research-related rules in their daily scientific-research fields of activity. The design and conduct of research programs must follow the rules of scientific ethics and documentation. Fabrication or falsification of research results are serious offenses that lead to the imposition of disciplinary sanctions.

2. Basic conditions for conducting research

When undertaking, conducting and publishing research results, faculty members must ensure that:

- a) have received any permits required by the competent authorities to carry out the specific research
 - b) they do not have any conflict of interest that would prohibit or make it difficult to carry out the research in an objective and scientifically sound manner
 - c) comply with any special provisions applicable to the specific type of research, as is the case in particular:
 - for social research concerning sensitive social groups
 - for research in the biological sciences (e.g. clinical research, experiments using animals, research in wild species)
 - in the management of hazardous substances and waste
 - d) do not violate provisions of the legislation for the protection of personal data and
 - e) do not infringe the legislation for the protection of intellectual property.
- For this purpose, faculty members must contact the appropriate authorities and receive appropriate legal advice before

the initiation of any research activity, keeping an up-to-date record of their relevant correspondence for a sufficient period of time after the end of the research.

In case of doubt, faculty members must contact the Ethics Committee of the Department or the University, or the relevant Vice-Chancellor, or directly to the legal services of the University.

3. Responsibility of the researcher

The research activity must be carried out with absolute respect for the value of man and the natural environment. Researchers are bound by the generally recognized principles of the protection of human rights, equality, the protection of public health, the protection of children and vulnerable groups, as well as the protection of biodiversity. Researchers must take care of the responsible information of the general public.

4. Responsibility of the University of Thessaly

The University of Thessaly bears a special responsibility towards society as a whole. It has an obligation to protect the independence of researchers and to ensure the observance of ethically correct research practice, as specified in this Code.

The University of Thessaly is drawing up a list of Foundation experts, through the participation of members of the university community, to assist the Ethics Committee in its work.

5. Independence of the researcher

Researchers enjoy the constitutionally guaranteed freedom of research. They must take all necessary measures to protect it from any outside political, ideological or other pressures and interventions.

6. Funding

Researchers must know and publicize the sources of funding that provide them with the means for their research. When concluding a funding agreement, it is not permissible to accept conditions that compromise their freedom in planning, conducting or publishing their research.

7. Integrity of the researcher. Results of the research

The design and conduct of a research program must follow the rules of scientific documentation.

The researchers, the team in which they work, as well as the research organization have an obligation to submit to the Research Committee a report with the overall results obtained from a specific research program. Selective publication of only those results that appear to confirm the original working hypothesis leads to misleading conclusions, may have adverse consequences for science, possibly for society as a whole, and should be discouraged.

Fabrication or falsification of results is a serious offense and must be punished.

The appropriation of results resulting from the research effort of another or other researchers of the same or another research unit is also controlled and punished according to the principles of intellectual rights protection (see related articles).

8. Compliance with safety regulations

Researchers must ensure that safety regulations are strictly observed, especially in laboratory research. In the event that compliance with safety regulations depends on an infrastructure/equipment issue, inform the authorities so that the necessary measures can be taken immediately.

9. Record keeping

Researchers must keep a complete record of the progress and results of a program, so that it becomes possible to control, while at the same time ensuring the rights of intellectual property and protection of personal data.

10. Relationships between researchers. Respect - Equal treatment

Researchers have an obligation of mutual respect, confidentiality and the right to equal treatment. Younger researchers deserve respect for their personality and a fair assessment of their abilities. They, respectively, have an obligation to respect and recognize the experience of the elders. Experienced researchers must teach the younger ones in the methodology and ethos of research, aiming at the progress of the research activity.

11. Recognition of individual contribution

The individual contribution of each researcher to collective research efforts must be recognized. Accurately recording this contribution, either in scientific publications or in any public presentation of the research program, is the researcher's right. The relevant responsibility rests with all members of the scientific team and especially the heads of the program.

12. Compliance with bioethical principles. General rule

Those conducting research in the biological sciences must be aware of the principles of bioethics and the more specific ethical requirements that govern their subject. The research organization has an obligation to train researchers in any appropriate way. Any research in this field requires the approval of its protocol by the Ethics Committee of the research organization.

13. Clinical studies

Researchers must adhere to the principles governing clinical studies, including human behavioral research, as detailed in the relevant legislative and ethical texts.

Principles of general application that require special attention are in particular those of informed consent, the protection of children and sensitive groups, as well as the protection of personal data collected and processed.

14. Research on human biological material

Those who conduct research on human biological material are bound by the principles of informed consent of the donor, and the protection of sensitive personal data collected and subject to processing.

The donor must be additionally informed about the policy of acquiring property rights in the material in question and their specific consent should be requested in this regard.

15. Research in the fetus

Fetal research is conducted only to the extent expressly permitted by law. Researchers are bound by the principles of informed consent of gamete donors, as well as the protection of sensitive personal data collected and processed.

16. Animal research

Research on laboratory animals should only be carried out if there is no alternative way of research, in the absolutely necessary number of animals and with special care of the researchers to avoid unnecessary suffering and

pain. In cases where killing of animals is required, it must be painless. The living conditions of the animals must be adapted, as far as possible, to their natural living environment.

17. Research in social sciences

Research in the social sciences (sociology, psychology, etc.) is conducted in compliance with the rules of confidentiality, ensuring anonymity, the protection of personal data, and respect for the individual and, in general, all constitutional rights of the subjects. people. Researchers must also seek the consent of the research subjects for their participation after informing them about the objectives and the possible ways of exploiting the results of the research. Social science research respects cultural and individual differences and role differences, including those due to age, gender, race, minority, national origin, religion, sexual preference, disability, language and socio-economic level.

18. Head of research team. Obligation to inform and control

The heads of research groups, in addition to their individual obligations, are responsible for informing the members of their group regarding the rights and obligations of the latter and regarding the operating regulations of the research organization, including the relevant rules of ethics.

They are also responsible for overseeing compliance with the above.

19. Working environment

Leaders must ensure that the working environment is constructive and undertake to resolve any problems in working relations within the research team.

20. More instructions

For more instructions on the subject, one can consult the website of the National Bioethics Committee, which contains relevant legislative texts: (Sample Code of Ethics for research in the biological sciences and Guide for Ethics Committees of Biological Research, <http://www.bioethics.gr>).

III- Copyright. Publications

1. General

The reproduction of the whole or parts of the intellectual works of third parties (books, articles, works, etc.) as well as their translation, adaptation, falsification or imitation, without the permission of their creator, is prohibited by law, regardless of the form in which it is done (print, electronic, photographic, etc.) and constitutes a civil and criminal offense, as well as a serious disciplinary violation.

Every creator or co-creator of a project has the right to be mentioned and recognized as such, enjoying any property rights deriving from the project.

Failure to report the intellectual contribution of third parties to a published work or, on the contrary, the inclusion of a person as a creator or co-creator in a work, to which he did not contribute a personal creative work, constitute serious disciplinary offenses and may have other

legal consequences.

In the case of a work that is the result of the actual creative contribution of several persons, these persons must all be mentioned as co-creators of the work in the order of the importance of their contribution.

In the event that the publication is the result of a paid project commissioned by a contract from a public or private body, special care must be taken, in order to comply with the contractual obligations that may have been undertaken and which may limit the property and moral rights of the creators. The exploitation of property rights arising from industrial or intellectual property rights by the creator or inventor may be subject to restrictions, in particular for works produced with the means or funding of the University of Thessaly or another body.

2. Plagiarism

Plagiarism is the incorporation into a work of ideas, excerpts or even individual phrases of a third party's work, without mentioning the relevant source. Although plagiarism may in some circumstances not constitute a violation of copyright law in the strict sense, it is a serious disciplinary offense, particularly when it is committed by members of the university community and occurs in works that appear to be the author's original work. their.

The members of the University of Thessaly must avoid publishing the same work in different forms or in different publications, without or with insignificant changes, so that the resulting publications appear fictitiously as more independent and original works of the publisher.

Plagiarism is committed when the intellectual work of third parties, as defined above, is published either in print or electronically, even in university notes.

3. Master thesis or PhD thesis copyright

The copyright of the master's thesis or doctoral thesis belongs to the master's or doctoral student. The master's thesis or the doctoral diploma must be the work of the candidate, otherwise the relevant title cannot be granted, since the relevant works are required by law to receive the candidate's original contribution. In the subsequent publication of works arising from these works and if the supervising Professor or other persons had a substantial creative contribution to the work, each must be cited according to his actual contribution.

In any printed or electronic version of the master's or doctoral thesis, as well as in the related publications, everyone must state the name of the University of Thessaly and the Department in which the work was prepared.

For the intellectual rights of a master's thesis or doctoral thesis which is part of a larger research program, the provisions (III, 4) of this regulation must also be considered.

4. Copyright of research works

In order to regulate the intellectual rights of research projects, which are prepared at the University of Thessaly, clear contracts or protocols between the University of Thessaly, or the funder of the project, the person in charge of the project and all the members of the research team.

Likewise, for individual research conducted in laboratories or clinics, it is useful to have written agreements from the outset that define these issues. .

In any printed or electronic edition, publication or announcement of the relevant results, everyone must state the name of the University of Thessaly where the work was carried out.

The Research Committee of the University of Thessaly or the laboratories must draw up standard relevant protocols, which incorporate any issue related to the intellectual rights of the project in the project contracts signed between the University of Thessaly, or the funder of the project, the project manager and of the members of the research team.

Researchers, when submitting proposals or applications for conducting research, declare in writing to the Research Committee that they have become aware of this code.

5. Relevant legislation

The copyright-related regulations are included in Law 2121/1993. Special regulations arising during any research or other paid work are included in the law 1733/1988 related to inventions.

IV.- Teaching

1. General

Faculty members and all other categories of teachers of the University of Thessaly must consistently observe their teaching obligations and those closely related to them, fulfilling them in person. The assignment of teaching work to third parties must be done exceptionally and always by decision of the competent bodies of the Department.

2. Intellectual work of third parties for educational purposes

According to the law "it is permitted, without the author's permission and without payment, to reproduce articles legally published in a newspaper or magazine, short excerpts of a work or parts of a short work or a work of visual arts legally published, as long as it is done exclusively for teaching or examinations in an educational institution, to the extent justified by the intended purpose, is in accordance with good morals and does not prevent normal exploitation. The reproduction must be accompanied by the indication of the source and the names of the creator and the publisher, if these names appear in the source.'

However, the reproduction of the whole of a work or essential part thereof is not permitted.

3. Internet Use

Faculty members and all other categories of teachers of the University of Thessaly who wish to post online texts, exercises, examples, etc. from the creations of third parties, for the use of their students for the needs of their teaching, they must ensure that access to the relevant files is only possible for their students.

4. Exams-grading

Faculty members and all categories of teachers at the University of Thessaly must provide students with the opportunity to be examined for the skills and knowledge they have acquired in an objective manner. Grading of students must be done in an impartial and transparent manner. In order to ensure the reliability and validity of student grading to the maximum extent possible, instructors must:

- Use a variety of assessment techniques.
- The tests or exams cover all the teaching material.
- Grades should be a composite of as many factors as possible, such as assignments, progress tests, multiple choice tests.
- Grades should be linked to the achievement of learning objectives.
- Course evaluation methods should be clearly stated in the course outline and study guides.
- The grades must be communicated to the Department Secretariat and to the students within 20 days from the day of the exams.

5. Transparency

All Departments of the University of Thessaly are invited to adopt ways of controlling the objectivity of course evaluation, developing internal control and transparency mechanisms.

6. Information

Faculty members and all categories of teachers must submit in a timely manner any information related to the content of the courses they teach, the titles of the lectures or workshops, the method of evaluation and the relevant bibliography. All this information is published in the Study Regulations of the Departments and at the same time is posted on the websites of the Departments.

7. Instructions

For more instructions on the subject, faculty members can consult two relevant papers, which are posted on the website of the Code of Ethics of the University of Thessaly: <http://www.uth.gr/ethics>.

V.- Ethical issues for students

1. Conduct

The behavior of students towards their fellow students and other members of the university community must be governed by the principles set out in the preamble of this regulation.

2. Elaboration of tasks

Plagiarism or the direct violation of the obligations arising from the network of provisions on intellectual property, as defined above in this Regulation, constitute serious disciplinary violations for students as well.

It is specifically prohibited:

- The use of the intellectual creations of third parties and their appearance as personal creations of the student, subject to the fulfillment of the obligations he has undertaken in the context of the teaching or research process.
- The submission of assignments that have been prepared in collaboration with other students as the products of a student's exclusively individual work.
- The resubmission of work, in whole or in part, prepared for the needs of another teaching or research process, for the fulfillment

obligations that the student has undertaken in the context of certain such new procedure.

3. Exams

The non-personal completion of a test set for the evaluation of students' knowledge and skills, any form of copying or unauthorized collaboration with third parties during exams, or the use of aids or notes without the teacher's permission constitute serious disciplinary offenses that entail the sanctions. The participation of students in the exams is done by showing the student ID card or any other relevant document, when this is requested by the examiners.

VI. - Internal Ethics Committee per Department

1. General

For better support of research and teaching and for the efficient and orderly functioning of the Ethics Committee, each Department of the University of Thessaly appoints an Internal Ethics Committee¹

1. 1. In accordance with the principles of transparency, independence of its members, pluralism (representativeness/pluralism) and scientific competence (see the recommendations of the National Bioethics Committee:

http://www.bioethics.gr/document.php?category_id=69&document_id=322 πx «The Internal Ethics Committee must be composed of people capable of the required examination and evaluation of the scientific, methodological, legal and ethical issues that arise in the context of the research works they examine. The composition of the Internal Ethics Committee must guarantee the independence of its judgments from biases and unfair influences).

consisting of three to five faculty members of the Department and various academic subjects with a recognized research project. The term of office in the Committee has a certain duration (maximum 3 years) and is renewed according to the way decided by the General Assembly of the Department.

The role of IEC is primarily advisory to the researchers and teachers of the Department, in order to improve their research protocols and to satisfy the requirements of international funding organizations in relation to experimentation. Also, this Committee is responsible for granting any certification requested by the researchers of the University of Thessaly, either for the submission of research proposals, or for the submission of their work for publication, when this is required. This procedure is in accordance with international practices and the requirements of many scientific journals. Research works connected to the implementation of international and national research programs are required to receive approval from the Ethics Committee for the smooth implementation of the project.

It is emphasized that the submission of research proposals to the IEC for approval is optional. However, this submission is not allowed to be made after the fact for expediency reasons. Each Department decides whether the approval process of the research protocols will be mandatory for obtaining a post-graduate thesis or a doctoral diploma.

2. Procedures for Research Matters

The IEC meets regularly, examines the submitted research proposals and records its decisions in a minute's book. In order to examine a proposal in time, it requests that it be submitted within a certain period of time before the meeting, a period which it defines.

The IEC publishes on the Department's website the procedure, the necessary forms and the dates of the meetings for each academic year. Maintains an e-mail account (π.x ethics@department's name.gr), to which interested parties can contact.

The IEC judges with a view to safeguarding human rights,

the ethical use of animal models, as determined by National and European Regulations, the safeguarding of the public interest, and the assurance of the validity and reliability of the research process.

When examining research proposals, it is recommended that the EED focus on issues of research process and not on issues of quality of the proposed research.

The IEC may ask for the opinion of members of other EADs of the TΘ, if it deems it necessary.

The IEC is obliged to issue a printed and signed certificate of approval of the research within a reasonable period of time (5 days), which it makes available to the applicants.

In case of non-approval of a proposal, he is obliged to inform in writing (electronically or in print) the person in charge of the investigation about the reasons for the rejection or the acceptance after corrections. The researcher can submit a reasoned objection to the decision of the IEC. The IEC must review the proposal based on the objection. If the proposal is again rejected, the researcher can request that his proposal be referred for consideration by the Central Ethics Committee of the University of Thessaly.

3. Proceedings for copyright matters

The IEC assists the Chair of the Department in investigating cases of plagiarism or academic collusion while maintaining confidentiality. In case of plagiarism in a student work, a representative of the respective Student Affairs Committee is invited for a discussion, apart from those directly concerned. However, because the involvement in issues of plagiarism or collusion, especially of teachers, can also result in disciplinary sanctions or even criminal responsibilities, the Central Ethics Committee of the University of Thessaly is immediately informed, which will decide on further processes.

The IEC of the Department communicates with the Central Ethics Committee of the University of Thessaly, in case of particular difficulty in making decisions or for issues that require legal coverage.

VII.– General issues. Administrative staff

The protection of university property and the respect of university premises and facilities are fundamental obligations of teachers, researchers, students and administrative staff. It is the duty of all to protect the property of the University or to report any unusual damage or destruction.

The administrative staff of the University must observe the rules mentioned in the preamble hereof and carry out the tasks assigned to them, without excessive adherence to formulas, but with the aim of better serving the academic process, research, knowledge and teaching.

By virtue of their capacity, the administrative staff of the University has a special obligation to competently report without delay any present or threatened violation of the law or the rules and obligations arising from these Regulations, by whomsoever they originate.

