



eCAMPUS UNIVERSITY

CODE OF ETHICS

Art. 1 Purposes

The Code of Ethics (hereinafter referred to as “Code”), pursuant to art. 2 paragraph 4 of law 240/2010, is intended to define the fundamental values of the University and of the Academic Community, to promote the recognition and respect for the fundamental rights and the individual rights, as well as the acceptance of the duties and the liability towards the the institution of belonging, to define the rules of conduct within the community.

Art. 2 Subjects of the Code

Both the University as Institution and the entire Academic Community, consisting on both the teaching and the non-teaching personnel, and, more generally, on everyone who, for various purposes or motives operate within the organization of the University, including the enrolled students.

Art. 3 Fundamental Values

The fundamental values of University eCampus shall be:

- equality
- respect of the individual
- transparency and impartiality
- academic freedom
- promotion of merit
- the good name and the reputation of the University

Art.4 Equality

The entire Academic Community shall base its entire academic and non-academic activity on the utmost respect of the principle of equality.

In particular, the University and its constituents are called upon to make sure that no discrimination (or any preference of treatment) based on ethnicity, language, gender and sexual orientation, religious belief, political opinion and social status, shall be accepted.

All the balance-restoring actions put in place by the University, which wherever possible, tend to remove or attenuate the obstacles actually impeding the full participation to the academic life shall not be regarded as discrimination.

Furthermore, all the actions aimed at promoting individual merit shall not be regarded as discrimination.

Art. 5 Respect for the individual

All the actions ascribable to the implementation of the academic, administrative and functional duties, within the facilities of the University, must respect the individual as such, as well as its inviolable rights.

The University repudiates any form of harassment, inasmuch as detrimental to human dignity.



eCAMPUS UNIVERSITY

Art. 6 Transparency and impartiality

The teaching and non-teaching personnel shall be required to refrain from behaviors which may give rise to conflicts of interest.

There is a conflict of interest whenever personal advantage (not necessarily of economic kind) pursued for themselves, for relatives or acquaintances counteracts, if only potentially, the interests of the University.

Specifically, shall be regarded as conflict of interest:

- the abuse of authority in order to illegitimately and directly support, relatives, acquaintances and cohabitants as well as entities or legal persons of which those concerned have control or a significant economic interest in the employment or economic relationships with the University;
- the abuse of position or the abuse of the name of the University in order to illegitimately support the same subjects referred to in the previous paragraph within the employment (or otherwise economic) relationships with other institutions (academic or non-academic) or with private persons;
- demanding, encouraging, accepting gifts or benefits which, if only potentially, may condition the serenity of judgment of one's professional activity;
- the abuse of the resources of the University for the purposes of personal profit, other than the cases officially provided for and allowed by the selfsame University;
- maintain labour relations of any kind with other private persons or institutions whose interests are in conflict with those of the University.

Art. 7 Academic freedom

The recognition of academic freedom is not only a mere fulfillment of the principles provided for in art. 9 and 33 of the Constitution, but also an essential and undeclinable modality of implementation of the University's institutional activity.

Such freedom, especially the freedom to teach, shall be compared and balance with the likewise essential and undeclinable necessities listed below:

- the didactic organization of the University
- the modalities of telematic provision of the didactic contents specified by the University
- the ministerial directions relating to the specific disciplinary sectors

The duties regarding the correct compliance of the didactic activities and the assistance to the students, pursuant to the modalities and rules established by the University are not intended as limits to the academic freedom.

The research activity shall be conducted in full compliance with the third-party intellectual property; the University shall condemn fraud and plagiarism and, more generally, shall ensure the full respect of the current legislation.



eCAMPUS UNIVERSITY

Art. 8 Promotion of merit

The University and its constituents shall do everything in its power to promote the merit of both its own personnel, didactic and non-didactic, and its enrolled students.

The students are required to adopt behaviors based on respect and co-operation on the academic relations, towards the teaching staff and the other students.

Art. 9 Reputation

The entire Academic Community is required to respect and safeguard the reputation of the University through a behavior appropriately inspired by the principles of decency, equity and legality.

Without prejudice to express authorization, no one is allowed to use the brand or the logo of the University.

Art. 10 Use of resources, services, spaces and equipments provided by the University

The entire Academic Community shall make use of the goods, the resources and the spaces provided by the University only for institutional purposes and in any case in accordance with the ordinary diligence.

Art. 11 Privacy

The entire Academic Community is required to respect the confidentiality of the acquired information, even occasionally, and, more generally, to respect the current privacy policy.

Art. 12 Awareness of the Code of Ethics

The University shall assume the institutional task of ensuring the widest possible dissemination of the awareness of this Code.

Art. 13 Verification of the violations of the Code of Ethics

It is the duty of the entire Academic Community to non-anonymously report to the Rector the violations of this Code.

Once received the application the Rector shall activate the procedure referred to in art. 27 of the Statute.

Art. 14 Sanctions

The sanctions shall consist in:

- a) formal reprimand signed by the Rector;
- b) suspension from the academic post or from the organizational function for a maximum of one year;
- c) disqualification from the academic post or from the organizational function



eCAMPUS

UNIVERSITY

The deliberation of the Academic Senate shall in any case be transmitted to the person concerned and to the Evaluation Board.

In defining the sanction the Academic Senate shall pursue the canons of gradualness and adequacy, considering the violation and its eventual reiteration.

Art. 15 Entry into application

This Code of Ethics, issued by Directorial Decree, shall enter into application on the next day of the publication on the University website.

In addition, a copy of the Code shall be delivered to each teacher and employee upon their entry into service.

Art. 16 Transitional dispositions

In the formal notice by the Disciplinary Committee referred to in art. 27 of the Statute, the Rector, received the report referred to in the first paragraph of art. 12, shall appoint a Committee in order to implement an investigation on the case under assessment.

The Rector, upon proper evaluation of the results of the aforementioned investigation, shall consider whether to close the procedure or to continue the judicial process, communicating to the interested party the particulars of the dispositions of the Code whose violation is assumed, as well as the results of the investigation and establishing a deadline of 15 days for the presentation of their written considerations or for the request for a meeting.

Upon the acquisition of the aforementioned written considerations and/or the hearing of the interested party, or if the interested party does not reply within the established deadlines, the Rector shall transmit the acts to the Academic Senate along with a report on the events, providing any further element deemed appropriate.

The Academic Senate shall decide within 30 days whether to close the procedure or to impose one of the penalties provided for in the following article, and supporting, on just and proper grounds, the penal action.