



Ministerstvo školství, mládeže a tělovýchovy registrovalo podle § 36 odst. 2 zákona č. 111/1998 Sb., o vysokých školách a o změně a doplnění dalších zákonů (zákon o vysokých školách), dne 22. dubna 2022 pod čj. MSMT-9911/2022-2 Etický kodex Českého vysokého učení technického v Praze.

CODE OF ETHICS

OF THE CZECH TECHNICAL UNIVERSITY IN PRAGUE

Preamble

- (1) As a research technical university, the Czech Technical University in Prague is an integral part of top centres of education, independent knowledge and creative activity that play a key role in scientific, cultural, social and economic development of society. The ethical principles guiding the relationships at the university, as well as relationships between the members of the academic community and non-academic workers and society as a whole, stem from the historical mission of universities as the highest links in the education system.
- (2) The provisions of the Code of Ethics refer to the ethical principles that are a model of behaviour for the whole society and are understood as the result of general and broadly respected moral principles with respect to the nature of higher education and research work. Further, the Code of Ethics is based on legal regulations governing higher education¹, the CTU Statute and the Magna Charta Universitatum documents and the European Charter for Researchers, which CTU has pledged to comply with.² The purpose of the Code of Ethics is the support of ethical and prevention of unethical behaviour.
- (3) Universities play an active role in the public debate on social and ethical questions, in cultivating cultural diversity and mutual understanding, in building a civil society and in the preparation of young people for life in a civil society.³ It is, therefore, important for all students and workers to honour and abide by ethical rules.
- (4) All educational, research, creative, evaluation and expert activity at CTU is based on honouring the truth, research freedom, verification and honourable publication of its results, an open transfer of knowledge and a critical discussion on all aspects of academic activity.⁴

¹ Act No. 111/1998 Coll., on Higher Education Institutions.

² [European Charter for Researchers](#), p. 41, section on Ethical principles.

³ Section 1, letter d of Act No. 111/1998 Sb., on Higher Education Institutions.

⁴ [European Charter for Researchers](#), p. 41 sections on Research freedom and Professional responsibility; p. 43 section on Dissemination, exploitation of results; p. 14 section on Public engagement.

- (5) Morality is not legally enforceable. Primarily, a violation of ethical principles should be reflected by an individual's conscience. Serious and conscious breach of this Code of Ethics, however, can be assessed as a breach of work obligations, or as a disciplinary offence.

Article 1 **Ethics and academic freedoms**

- (1) Academic freedoms are ensured to allow universities to fulfil their role in scientific, cultural, social and economic development of society.
- (2) Members of the academic community can freely decide on the direction of their scientific and artistic work and publish its results. Teaching is intellectually independent on any power.⁵ In learning, students can freely apply their own opinions and choose the direction of their studies within the framework of the study programmes.
- (3) In applying academic freedoms, freedoms of others and ethical principles are respected.
- (4) All decisions of bodies and supervisors at CTU can be reviewed.
- (5) Students and employees shall behave in a trustworthy and responsible manner and shall endeavour to benefit the public, science and university.
- (6) Employees and students shall not tolerate unethical behaviour at the CTU workplaces and outside the university.

Article 2 **General principles of ethical behaviour**

Both employees and students

- a) Honour and protect fundamental principles that CTU avows, in particular the truth, protection of life and health, freedom, equality, democracy, academic freedoms, social responsibility, professionalism, economy, sustainable development and knowledge management.⁶
- b) Adhere to legal principles as well as internal regulations of CTU and its constituent parts. In addition to that, they honour moral rules and principles, observe the provisions of the taken academic oaths, respect the basic rules of human relations and good manners. They honour the principles of collegiality and academic cooperation.
- c) Act morally and honestly, in all their activities they avoid dishonest and unethical behaviour. They shall not exert inappropriate or improper pressure on other students and employees. They give potential criticism in an objective and inoffensive manner.
- d) In case they are faced with behaviour that breaches this Code, they strive to remedy the situation in accordance with good manners. They constantly strive to prevent such behaviour.
- e) Defend the freedom of speech and critical thinking, independent research, free exchange of opinions and information.⁷ They apply criticism and alternative views in a correct manner.
- f) Do not use the university premises to assert the interests of political parties and movements.

⁵ [Magna Charta Universitatum](#)

⁶ [European Charter for Researchers](#), p. 43, section on Professional responsibility; p. 43, section on Accountability.

⁷ [European Charter for Researchers](#), p. 41, section on Research freedom

- g) Protect the university's mission stipulated in its Statute and do not give precedence to their private interests.
- h) Honour CTU and in their conduct refrain from any actions that might harm CTU's goodwill within the academic community and among the general public. They are aware of the fact that in their actions they represent CTU externally.
- i) Do not tolerate disrespect, superior or demeaning treatment of people. They treat others with respect and dignity and are tolerant of different political and religious beliefs.
- j) Disapprove of discrimination on the basis of race, ideology, religion, language, nationality, social or economic condition, age, gender, sexual orientation or physical disability.⁸
- k) Disapprove of sexual harassment⁹ and coercion.
- l) Pursue their work or study with maximum effort. They dutifully observe the reasonableness and acceptable level of work or study obligations at the university and outside the university. For all employees 1.5 FTE is usually considered the maximum amount of an employee's total FTE. For this purpose, the holding of a full-time public office or being a member of a company board or any other gainful employment is assessed proportionally to full-time or part-time employment. They honour their university also by not putting at risk its operation by their activities.
- m) If they take office or membership in an academic body or a management role, they carry out their job dutifully, decently and responsibly and recognize that accepting more responsibility implies an obligation to adhere particularly rigorously to this Code.¹⁰ They take decisions based on transparent procedures and rules and they provide reasoning for their decisions.
- n) In a supervisory role they ensure that their subordinates develop professionally and are assessed and paid fairly.
- o) Take good care of the university property and use it properly. They do not use material or intellectual property of the university for private interest or for personal profit or to benefit a third person.
- p) Strive to avoid a conflict of interest. In general, a conflict of interest refers to a situation when the requirement to respect and promote interests of CTU or its constituent part is in conflict with loyalty to another institution, constituent part or person. If an individual has a potential conflict of interest, they shall inform their superior immediately.
- q) In a supervisory role they do not usually act as supervisor of themselves. If this occurs in case of a dean who is at the same time a head of department, the rector shall set out procedures to avoid a potential conflict of interest regarding the dean's decisions affecting their department. The rector will inform the chair of the academic senate of the respective faculty about these procedures. In case this concerns another individual, the dean shall set out these procedures and inform the chair of the academic senate about them.
- r) Do not employ a student to whom they act as a supervisor or whose thesis they supervise, nor a subordinate or a superior, and are not employed by them outside of CTU or their place of study, unless the relevant dean or (in case of an employee at a different constituent part) the rector has approved it.
- s) Do not accept commissions, gifts, favours or advantages from CTU suppliers. If they have a property share, influence or employment contract at an entity that is a CTU supplier, or that has a similar object as CTU, they shall immediately inform their supervisor and the dean or manager about this fact.

⁸ [European Charter for Researchers](#), p. 46, section on Non-discrimination

⁹ Sexual harassment refers to any kind of unwelcome verbal, non-verbal or physical conduct of a sexual nature the aim or consequence of which is interference with human dignity, in particular when this creates intimidating, hostile, humiliating, demeaning or offensive environment.

¹⁰ [European Charter for Researchers](#), p. 14, section on Relation with supervisors

- t) Do not deliberately underestimate or trivialize potential negative impacts of pedagogical, engineering, scientific and creative activity on society as a whole; they treat such threats with maximum sense of duty.¹¹

Article 3 **Ethics in pedagogical activity**

- (1) At CTU, teaching is connected to research and technical practice. Teachers take care of their own professional growth and as role models help students develop their personality.¹²
- (2) During lessons teachers provide the latest knowledge in an understandable form and in the best possible way. They teach students how to work with findings and methods of their discipline critically and in context. They engage students in their research and in this way teach them the methods of scientific work.
- (3) Teachers help students develop their creative thinking. They support their personal and professional growth. They teach them how to create personal and work contacts with experts at home and abroad and support their scientific publication activity.
- (4) Teachers shall assess students' performance correctly and exclusively based on transparent and predefined requirements. They shall not agree to any forms of influencing of the results.
- (5) Teachers shall not see their position as superior, they shall not require nor accept any services from students, they shall not appropriate the results of their work, they protect the students' right to privacy.
- (6) Students shall not cheat and do not facilitate cheating of others. In particular, they shall not copy from others, do not let others copy from them, do not use forbidden aids, they do not present works or parts of works written by others as their own, they do not send others to take exams for them, they do not break into information systems and do not influence teachers when they evaluate them.
- (7) Students make full use of their studies at university for their personal and professional growth and respect teachers' effort in helping them attain high-quality education.
- (8) Workers respect the fact that teaching texts and pedagogical materials that they have created in the course of their employment at CTU are an employee work¹³ to which CTU has permanent property rights.

Article 4 **Ethics of scientific, research and other creative activity**

Both employees and students

- a) Consider scientific, research and other creative activity a fundamental activity that leads to an increased level of knowledge that benefits society, with a focus on increasing the scientific prestige of CTU.
- b) Are open to team cooperation and professional discussion. They are critical to themselves and others. They communicate factually and openly and respect different scientific opinions.

¹¹ [European Charter for Researchers](#), p. 44, section on Public engagement

¹² [European Charter for Researchers](#), p. 45, section on Continuing professional development

¹³ In accordance with the Copyright Act.

- c) Respect the principles of co-authorship. They shall not claim the results of the work of others as their own. Each co-author must make a clear creative contribution to the published work and has a joint responsibility to the content and form of the publication. They shall not add more co-authors out of politeness or under coercion, and shall not let others add their name to other people's publications and shall not require co-authorship of publications to which they have not contributed as an author.¹⁴
- d) Do not commit falsification, i.e. forge or fraudulently modify data or publish distorted or made up information. They accept full responsibility for objectivity and credibility of the results of their scholarly work, strive for their completeness, verifiability and objective interpretation. If they discover a mistake in their work, they will take all necessary and possible steps to rectify it, they will not try to conceal it or mask it or make someone else responsible for it.¹⁵
- e) Do not commit any form of plagiarism, i.e. copying and adopting texts and thoughts of others and publishing them without citing the source, or imitating a creative work. In their publications they truthfully cite all information sources that they have used in their work. They shall not appropriate thoughts and results of others.¹⁶
- f) Do not commit any form of self-plagiarism, i.e. the use of own work or result without citing the source. They shall not intentionally publish the same research results nor fragment the research results to more publications without a good reason only to artificially increase the number of publication outcomes.¹⁷
- g) Do not ascribe the results of their research to another institution without an honourable reason and agreement on the part of CTU. They shall not ascribe the results of employees of other institutions to CTU. They shall only cite relevant sources that they are acquainted with and have used in their work. They shall not cite the works of others out of politeness or under coercion or in expectation of being given an advantage, e.g. being cited reciprocally, nor do they require others to cite their works.
- h) As evaluators, reviewers or experts they carry out their work in person, independently, in an unbiased and timely manner and using all their professional competencies.
- i) Whenever possible, they seek to make available and publicly accessible the results of their work for further development of their field. They shall publish on respectable publication platforms that are relevant for their field.¹⁸
- j) In their scientific and research work they support team work and collaboration with Czech and foreign workplaces.
- k) Are aware of the cost of technological research and creative artistic activity; therefore, they plan, manage and implement their projects with maximum economic responsibility and efficiency.¹⁹
- l) Understand the results of their work in science, research and creative activity done at CTU as results linked to the university and respect the fact that they are able to achieve their results also thanks to the material, technical and knowledge support and history of CTU.
- m) Are aware of the possibility for misuse of results of their creative activity for unethical purposes and strive to prevent it.
- n) Act as role models for students in their passion and honesty in scientific, research and creative activity. When leading a research team, they seek correctness and openness in communication and avoid the

¹⁴ [European Charter for Researchers](#), p. 41, section on Professional responsibility; p. 50, section on Co-authorship

¹⁵ *ibid.*

¹⁶ *ibid.*

¹⁷ *ibid.*

¹⁸ [European Charter for Researchers](#), p. 43, section on Dissemination, exploitation of results

¹⁹ [European Charter for Researchers](#), p. 43, section on Accountability

application of autocratic methods of management. They strive to prevent a situation when demands on performance and professional competitiveness may lead to dishonest behaviour.²⁰

- o) Create conditions for the career growth of junior workers.²¹

Article 5

Ethics of expert and economic activity

Both employees and students

- a) Carry out all economic activity without using the symbols and the mark of CTU in an unauthorized manner or abusing the university equipment and know-how. By performing additional economic activity they strive to strengthen the expertise and connection between research and practice to benefit CTU, while having in mind a reasonable profit for CTU.
- b) Do not accept such tasks and activities that would put them in conflict of interest with CTU or with the university partners.
- c) In economic relationships they strive for the university's integrity and support collaboration between faculties, constituent parts of CTU and university partners within the framework of joint projects.

Article 6

Ethics Committee

- (1) The CTU Ethics Committee (hereinafter referred to as the "Committee") is authorized to assess proposals regarding compliance with the CTU Code of Ethics and general rules of ethics in order to fulfil the goals of the Code of Ethics.
- (2) The Committee has six members, including the chair. The members and the chair of the Committee are appointed and removed by the rector following a prior approval by the CTU Academic Senate in the following manner: two (of which one is a student) upon proposal of the CTU Academic Senate, two upon proposal of the CTU Scientific Council and two upon own proposal. The Committee is composed of members of the CTU academic community.
- (3) Membership of the Committee is conditioned upon the appointed individual's agreement with their membership and signing of a non-disclosure agreement regarding all confidential or in any other way sensitive questions in the proposals discussed by the Committee.
- (4) The Committee works and decides independently and collectively. Its legitimacy derives from the Code of Ethics and the moral authority of its members.
- (5) The term in office of the members and the chair is 5 years. The term in office of a student member is terminated after 120 days have passed since the termination or interruption of their studies unless they enrol in another study programme at CTU. Membership of the Committee is also terminated by giving up the membership of the Committee or by death. In case of an ethical transgression, inability to participate in the work of the Committee or repeated absence from the meetings, a member of the Committee can be removed following a prior agreement of the CTU Academic Senate and the majority of the other members of the Committee.
- (6) Membership of the Committee is mutually exclusive with the role of rector, vice-rector, registrar, chancellor, dean, vice-dean, secretary of faculty, member of the academic senate of faculty or CTU.

²⁰ [European Charter for Researchers](#), p. 46, section on Recognition of the profession

²¹ [European Charter for Researchers](#), p. 44, section on Supervision and managerial duties

Article 7
Final provision

- (1) The CTU Code of Ethics registered by the Ministry of Education, Youth and Sports on 6 August 2014 under ref. no. MSMT-28478/2014 is cancelled.
- (2) This Code of Ethics was approved pursuant to Section 9, Para 1, letter b, point 3 of the Higher Education Act by the CTU Academic Senate on 23 February 2022.
- (3) This Code of Ethics comes into effect pursuant to Section 36, Para 4 of the Higher Education Act on the day it is registered by the Ministry of Education, Youth and Sports.
- (4) This Code of Ethics comes into force on the day the 9th changes to the Statute of CTU in Prague come to force.

doc. RNDr. Vojtěch Petráček, CSc., Rector
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Appendix
to the CTU Code of Ethics

RULES OF PROCEDURE OF THE CTU ETHICS COMMITTEE

Article 1

- (1) The meetings of the Committee are presided over by the chair, in case of their absence they are presided over by a member of the Committee appointed by the chair. If the chair does not appoint another member, the meeting is presided over by the Committee's oldest member.
- (2) The role of Committee member must be carried out in person. The Committee has a quorum if at least two thirds of its members are present. A resolution must be approved by an absolute majority of all members. Each member of the Committee has one vote.
- (3) Meetings of the Committee are convened by the chair of their own accord, upon request of the rector or two members of the Committee. Upon the chair's decision, a meeting can be held in-person, as a teleconference or in a mixed form. The method of voting is suggested by the chair; upon proposal of any member of the Committee, the voting shall be conducted by secret ballot.
- (4) If a member of the Committee is directly connected with the discussed proposal or the concerned person, or has another conflict of interest, they shall not participate in the discussion of the point on the Committee's agenda in question and they shall not vote on this matter.

Article 2

- (1) Proposals to assess a breach of the Code of Ethics are submitted to the Ethics Committee by the members of the academic community and other employees at CTU through its chair. Proposals are submitted in writing or electronically. Proposals must include information on the provision of the Code of Ethics that was allegedly breached and by whom (hereinafter as the concerned persons). An anonymous proposal can be discussed only in case a member of the Committee adopts it.
- (2) The Committee can decide that the submitted issue falls under the competence of the Committee for Ethics in Research, which deals with the ethics of scientific projects, or the Disciplinary Commission, which deals with disciplinary offences committed by students, or it can conclude that the rules of criminal law have been breached. In such case the Committee shall deal with the proposal only in justified cases (e.g. the need for unified approach in solving a new type of transgression).
- (3) The concerned person is acquainted with the documents related to the case in writing or electronically and they can comment on any aspects of the case in writing or electronically. The concerned person can request a hearing during a Committee's meeting. The identity of the submitter of the proposal can, upon their request, be concealed.
- (4) The Committee may, for the purpose of the discussion of the proposal, ask any member of the academic community or employee of CTU to cooperate.
- (5) The Committee shall take a decision on the submitted proposal without delay, 3 months after the submission of the proposal to the chair of the Committee at the latest. If the Committee is unable to meet this deadline, it will inform about this fact, including the justification, the submitter of the proposal, the concerned persons, the rector and the chair of the CTU Academic Senate. The sent information shall include also the assumed schedule of the discussion of the given proposal.
- (6) The meetings of the Committee are not public and are attended only by the members of the Committee and the persons that the chair has invited to provide explanation or expert opinion. To invite such persons, the chair must obtain an agreement of a majority of the members of the Committee. The invited members cannot participate in the discussion before the vote on the resolution. The participants in the meeting of the Committee are sworn to secrecy on the discussed confidential facts.

Article 3

- (1) Minutes of the meeting are made, which will include the Committee's resolution and the results of the vote on the resolution. The minutes are verified by the chair and the participating members.
- (2) The Committee's resolution shall contain in particular the list of provisions of the Code of Ethics that have been breached (if any) and the assessment of the seriousness of this breach.
- (3) The submitter, the concerned persons, the rector, the chair of the CTU Academic Senate and the dean of the faculty or deans of the faculties where the concerned person is assigned, are informed about the Committee's resolution. The above persons have a right to comment in writing on the resolution within 14 days. Based on such a comment, the Committee can modify its decision or call another meeting. The final wording of the resolution is usually approved by the Committee "by letter". Particularly grave violation of the Code of Ethics shall be passed on to the relevant person that heads the given constituent part or to the rector to impose potential measures in accordance with the relevant legal regulations.
- (4) The final resolution of the Committee is published on the CTU website while the relevant provisions of legal regulations regulating the protection of personal data must be observed. The identity of the concerned persons is announced in the Committee's decision only in case of a serious social interest, for example if the case concerns a senior manager or academic official, or in case a particularly severe breach of the Code of Ethics has been committed.
- (5) The meeting of a Committee is not an administrative procedure.