

 جامعة الإمارات العربية المتحدة United Arab Emirates University 	Academic Personnel Policies Manual	Policy Number	AP-02
		Effective Date	12-Aug-2018
	Subject	Most Recent Review Date	15-Apr-2018
	Code of Professional Ethics	Due Date for Next Review	01-Sep-2021
	Responsible Office: DVC for Academic Affairs	Page Number	1 of 3

2. Code of Professional Ethics

Overview

Details standards of professional ethical conduct expected of faculty members and instructors and asserts the UAEU's commitment to maintaining academic freedom and integrity.

Scope

1. Applies to all UAEU faculty members and instructors.
2. The UAE HR Policies & Procedures for independent entities are applicable in areas that are not covered by this Policy.

Objective

The University values integrity, honesty, fairness, collegiality and freedom of inquiry and expression. The Code of Professional Ethics is a shared statement of the UAEU's commitment to these values and the ethical, professional and legal standards that derive from them and apply to our conduct in teaching, scholarship and service.

Policy

2-1 General

- a) Faculty members and instructors are scholars, educators, and members of a scholarly community. They are committed to integrity, honesty, fairness, collegiality and entitlement to scholarly enquiry free of constraints. They share and respect responsibilities and standards of conduct that give effect to these commitments.
- b) Faculty members and instructors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. They strive to devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending and transmitting knowledge.
- c) Faculty members and instructors promote the free pursuit of learning and inquiry, and observe scholarly and ethical standards in teaching and research. Faculty members and instructors demonstrate respect for students as individuals, for whom they are intellectual mentors and counselors, and maintain confidentiality as appropriate to that professional relationship. Faculty members and instructors foster honest academic conduct, evaluate students on merit and protect students from exploitation, harassment or discrimination. Faculty members and instructors make proper acknowledgement of a student's contribution to their research.
- d) The University faculty members and instructors have obligations that derive from their membership in a community of scholars. Faculty members and instructors show respect for the opinions of their colleagues while maintaining the right to debate and critique others' ideas. They defend their colleagues against discrimination and harassment and uphold their right to free inquiry.

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	Responsible Office: DVC for Academic Affairs	Page Number	2 of 3

- e) Faculty members and instructors accept their share of responsibilities for the governance of the institution. They observe the Policies and Procedures of the institution and participate in their critique and revision. Faculty members and instructors have primary obligation to their duties and responsibilities for the UAEU over and above any commitment they may make to other entities or individuals. Faculty members and instructors are cognizant of their contribution to the UAEU and the impact of withdrawal of their services without due notice. Faculty members and instructors act in the best interests of UAEU and its reputation. They neither speak on its behalf, without authorization, nor act to bring the reputation into disrepute.

2-2 Academic Freedom

- a) The University was established by the government of the UAE to provide quality education and ensure the advancement of its citizens through scientific research, dissemination of knowledge, understanding of facts and fostering independent thinking and expression.
- b) Faculty members and instructors recognize that they operate within the context of the culture, morals and laws of the UAE. In support of the University's central functions as an institution of higher education, it is the responsibility of the UAEU to protect and encourage the faculty members and instructors in their teaching, learning, research, and public service.
- c) The authority to discipline faculty members and instructors in appropriate cases derives from the shared recognition by the faculty/instructor and the administration that the purpose of discipline is to preserve conditions hospitable to these pursuits.
- d) Faculty members and instructors are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties. Research for pecuniary return should be based upon an understanding with the authorities of the institution.
- e) Faculty members and instructors are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter that has no relationship to their subject.
- f) Faculty members and instructors are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline; however, their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public might judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

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2-3 Academic Integrity

- a) Academic integrity is vital to the success of the University's mission. It entails a strong commitment to the values of honesty, trust, fairness, respect, and responsibility.
- b) All members of the academic community will not act dishonestly in their teaching, research and service to the institution. Campus policies uniformly deplore cheating, lying, fraud, theft, and other dishonest behaviors that jeopardize the rights and welfare of the community and diminish the worth of the academic degrees.
- c) Faculty members and instructors will acknowledge use of the intellectual property of others and uphold best professional practices and high ethics in their scientific research, consultation services and publications.
- d) Faculty members and instructors will act impartially and without prejudice to, or conflict with, the reputation of their students, colleagues, Department, discipline and the University.
- e) Faculty members and instructors will cultivate a culture of trust and trustworthiness, fairness and transparency, and justice and mutual respect. Faculty members and instructors will seek to prevent others from failing these standards, support others in achieving these standards, and report to the Deans any wrongdoings.
- f) Mutual respect is crucial for an academic community. Faculty members and instructors must respect themselves and their students as mentors, colleagues, and individuals.