



## **Provision of the Dean No. D135**

# **Code of Ethics of the Faculty of Science, University of South Bohemia in České Budějovice**

Version 1.0, as amended on 04. 03. 2026

Ref. No.: JU/2026/005738

### Article I

#### **Preamble**

The Faculty of Science, University of South Bohemia in České Budějovice (FSci USB) is committed to promoting education, fostering independent scientific research and scholarship, and contributing to the cultural and educational development of society. Educational, scientific, and other activities at the Faculty, as well as the conduct of individuals associated with it, must comply with generally accepted ethical standards.

### Article II

#### **General Provisions**

- 1) The Code of Ethics of FSci USB sets forth the fundamental values, principles of conduct, and rules for ensuring academic ethics and social safety at the Faculty.
- 2) This Code of Ethics applies to the entire academic environment of the Faculty of Science, University of South Bohemia. It applies to students, academic and non-academic staff, and to all their activities related to the Faculty. It also applies, as appropriate, to external individuals collaborating with the Faculty, such as visiting lecturers, committee members, contracted service providers, and mentors. All those concerned are required to act in accordance with its principles. Those responsible for the collaboration or activity in question are responsible for ensuring that external individuals are familiar with the Code of Ethics.
- 3) This Code of Ethics applies to all activities conducted on and off the Faculty premises, such as teaching, assessment, internships, field trips, conferences, fieldwork, laboratory work, and



other activities, both on and off campus, in the Czech Republic and abroad. The Code also applies to online environments, including communication via email and social media.

- 4) The Code of Ethics of FSci USB also applies to conduct that is not explicitly described or defined therein but is contrary to generally accepted principles of decency, dignity, professional ethics, and academic integrity.
- 5) Compliance with the Code of Ethics FSci USB is a requirement for the proper practice of one's profession or the completion of one's studies.
- 6) Violation of this code may be considered a breach of duties related to one's work or studies.
- 7) Violation of the principles of this Code of Ethics committed from a position of power are considered particularly serious.
- 8) The principles of professional ethics and other activities at FSci USB are defined and are also based on the following documents of the University of South Bohemia in České Budějovice and its Faculty of Science:

- Provision of the Rector R432, Issuing the Code of Ethics of USB
- Provision of the Rector R434 Establishing Procedures for Handling Cases of Harassment in the Workplace
- Provision of the Rector R337 issuing the Declaration on Socially Responsible Conduct of the University of South Bohemia in Relation to Educational Activities
- Provision of the Rector R529 on the Internal Reporting System
- Disciplinary Regulations for Students of the Faculty of Science, University of South Bohemia in České Budějovice

### Article III

#### **Freedom and Responsibility**

- 1) Academic freedom. FSci USB is committed to the principle of academic freedom, which is inextricably linked to respect for fundamental legal and moral standards and the acceptance of responsibility for the consequences of one's own actions.
- 2) Responsibility. FSci USB is a place for the free and civilized exchange of professional opinions and for education and research that is both free and socially responsible. Discussions in the academic environment are characterised by a diversity of views, intellectual integrity, and critical thinking, and are possible only when based on mutual respect among all parties involved.



#### Article IV

##### **Moral and Academic Integrity**

- 1) Compliance with the law. All individuals affiliated with the Faculty are to comply with the laws of the Czech Republic and conduct themselves in accordance with general moral principles and professional ethical standards.
- 2) All those studying or working at the Faculty should strive to foster a positive internal environment by ensuring that their conduct aligns with general moral principles and professional ethical standards, and by naturally facilitating and supporting the development of this environment; they lead by example in this regard.
- 3) Ethical conduct. All individuals affiliated with the Faculty are to act in an ethical and moral manner, which includes honesty, transparency, and accountability in all academic and professional activities.

#### Article V

##### **Social Security and Collegial Behavior**

- 1) FSci USB is committed to creating a safe, respectful, and supportive environment for all members of the academic community and other employees. This includes preventing and addressing cases of bullying, harassment, discrimination, and other forms of inappropriate behavior.
- 2) Relationships in the workplace and academic staff and students must be based on mutual respect, trust, and cooperation. All those studying or working at the Faculty should contribute to a positive and inclusive environment.
- 3) All those studying or working at the Faculty have the right to be treated with dignity and respect, regardless of gender, age, nationality, sexual orientation, health status, etc. Everyone is to treat others with respect, impartiality, and professionalism.
- 4) FSci USB promotes equal opportunity and diversity. Discrimination based on race, gender, age, religion, sexual orientation, disability, or other characteristics is prohibited.
- 5) All those studying or working at the Faculty are required to refrain from any form of discrimination and to ensure equal treatment in all areas of academic life.
- 6) FSci USB maintains a zero-tolerance policy toward all forms of bullying, harassment, and inappropriate behavior, and provides support to those affected, including the option to report incidents anonymously and receive the necessary assistance and protection.



- 7) FSci USB maintains a zero-tolerance policy regarding retaliation against individuals who, in good faith, report violations of the Code of Ethics of FSci USB, cooperate in investigations, or provide testimony. Retaliation is defined, in particular, as the deterioration of academic or working conditions, defamation, discrimination, intimidation, or punishment for reporting such violations.

#### Article VI

##### **Position of Power**

- 1) A position of power refers to any relationship between two individuals in which one person (e.g., a teacher, thesis advisor, or supervisor) holds formal or informal authority over the other (e.g., students or subordinates) and thus has the ability to influence their academic, professional, or personal circumstances. This relationship is characterised by an imbalance of power, which can lead to dependence, coercion, or abuse of position.
- 2) Abuse of a position of power for personal or professional gain is considered a particularly serious breach of employment or academic duties.
  - a) Abuse of influence in a superior/subordinate or teacher/student relationship for personal gain, to establish inappropriate personal or intimate relationships, or to obtain other benefits.
  - b) Abuse of a direct relationship in cases of evaluation or other forms of dependency in the teacher-student or instructor-student relationship for personal gain, including the establishment of inappropriate personal or intimate relationships or the obtaining of other benefits.
  - c) Misuse of any form of coercion or manipulation in exchange for academic or pedagogical performance or benefits.
- 3) It is recommended to consider disclosing a conflict of interest in cases where evaluations or academic benefits are involved in relation to a position of power between a teacher and a student or between a superior and a subordinate.

#### Article VII

##### **Ombudsman/Ombudswoman of the Faculty of Science, USB**



- 1) The Ombudsman/Ombudswoman of the Faculty of Science, University of South Bohemia is an independent, impartial, and confidential figure who acts as a mediator and support mechanism for all members of the academic community and other Faculty staff. Their mission is to foster the development of a respectful, inclusive, and socially safe environment within the Faculty. The Ombudsman/Ombudswoman acts independently of the Faculty administration, maintains the confidentiality of all information shared, and protects the identity of those who contact them. They work on the principles of impartiality, trust, and empathy, and always act in the best interests of all parties involved and the Faculty as a whole.
- 2) The role, responsibilities, and activities of the Ombudsman/Ombudswoman of FSci USB are governed by the Provision of the Dean No. D132 on the Faculty Ombudsman/Ombudswoman.
- 3) Information about the Ombudsman's/Ombudswoman's role, responsibilities, and contact details is available on the Faculty website under the Social Safety section.

#### Article VIII

#### **Final Provisions**

- 1) This Code of Ethics was approved by the Academic Senate of FSci USB on 03.02.2026
- 2) This Code of Ethics takes effect on the date of its issuance.
- 3) In the event of any doubts regarding the application of the principles of this Code of Ethics, the Ethics Committee of USB is to make the final decision.
- 4) In cases of misconduct in violation of this Code of Ethics that occurred prior to the Code's effective date, the provisions of this Code may be applied to an appropriate extent and in accordance with generally accepted rules of personal and professional ethics, principles of decency, and academic integrity.
- 5) This code is to be reviewed and updated at least once a year; updates are to be initiated by the Ombudsman/Ombudswoman and approved by the Academic Senate of FSci USB. Compliance with this code is essential for maintaining trust and integrity within the academic community.
- 6) If an update to the code has not been approved (see previous point), the most recent approved version is to apply.



Přírodovědecká  
fakulta  
Faculty  
of Science

Jihočeská univerzita  
v Českých Budějovicích  
University of South Bohemia  
in České Budějovice

prof. RNDr. František Vácha, Ph.D.  
děkan dean

In České Budějovice

prof. RNDr. František Vácha, Ph.D.

Dean of FSci USB