ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS
CODE OF ETHICS

I. GENERAL PROVISIONS

1. The Code of Ethics of ISM University of Management and Economics (hereinafter referred to as ISM University) defines the main provisions of ethical conduct expected of members of the ISM Community (comprising ISM University's academic community – as defined by the Republic of Lithuania Law on Higher Education and Research) that are not directly regulated by the legal acts and laws of the Republic of Lithuania, labour contracts, and the University's internal regulations.

2. The aims of the Code of Ethics are as follows:

    *   to define and implement the main ethical norms and principles guiding ISM Community Members' activities;
    *   to bring together ISM Community Members to acknowledge, follow and promote the values of expertise, entrepreneurship, social responsibility and partnership;
    *   to establish the main ethical principles of academic activities – seeking truth and academic freedom – and the responsible application of these principles;
    *   to encourage ISM Community Members to consider the ethical aspects and fairness of their decisions.

II. ETHICAL NORMS AND PRINCIPLES

3. The following norms and principles apply to situations that occur on campus and in situations where individuals explicitly act as representatives of the ISM Community. This includes situations where students (which in this Code is understood as students and unclassified students both) or faculty work together on projects or tasks that are related to the University. ISM Community Members commit themselves to the following:

    *   to follow the University's Code of Ethics and to represent the University in an appropriate manner;
    *   to actively support academic integrity standards in teaching, learning and research;
    *   not to tolerate breaches of ISM intellectual property;
    *   not to tolerate corruption, cheating or attempts to make a negative impact on an ISM Community Member;
    *   not to use University affiliation in expressing personal, political, religious or any other views that could potentially damage the reputation of the University;
    *   to contribute to continuous improvement through constructive criticism and engagement;
    *   to avoid conflicts between private interests and University interests.

4. Interpersonal relations among ISM Community Members must be based on respect, goodwill, impartiality, freedom of speech, non-discrimination and academic solidarity, and they must be focused on the assurance of teaching, learning and research quality within a creative atmosphere.

5. ISM Community Members must ensure the safety of confidential information of the University and its stakeholders. Confidential University information, which is not made public, is

information about the University's property and financial transactions, and data on University shareholders, customers and ISM Community Members.

6. Any direct or indirect offer to accept or to give a gift for some expected or requested service or obligation that causes a conflict of personal and University interests is considered to be a bribe and is not acceptable.

7. ISM Community Members` relations are based on the principles of collaboration and transparency. Binding non-academic and non-working commitments can provoke conflicts of interest, which should be avoided.

III. ADOPTION AND IMPLEMENTATION OF THE CODE OF ETHICS

8. The mandatory provision for the adoption of this Code of Ethics is the public discussion of the Code of Ethics − the effectiveness of the Code lies in personal commitment rather than obligation. The adopted Code of Ethics is made public and available to every stakeholder of the University.

9. The Committee on Ethics deals with violations of the Code of Ethics. The body is elected by the student association, administrative staff and faculty members and is approved by the President of the University. Committee on Ethics members are elected for a three-year term. The Committee on Ethics' members rotate each academic year by electing new members: in the first year, three academic staff; in the second year, two administrative staff; in the third year, two student representatives. Members of the Committee on Ethics can serve for a maximum of two consecutive terms.

10. Sanctions against ISM Community Members for ethical violations will be discussed and decided by the Committee on Ethics, taking into account the severity of the violation.

11. The Code of Ethics cannot foresee all cases of violations of ethical norms; therefore, the Committee on Ethics has the right to make a decision on unforeseen cases of unethical conduct based on general ethical norms and ISM University's values.

12. ISM Community Members are required to inform the Committee on Ethics about any violation of the Code of Ethics. Notifications are considered to be confidential information, and the Committee on Ethics must ensure that any information about a person who has given a notification is not made public (whistleblower protection status).

13. The Code of Ethics should not hinder any discussions on ethics. On the contrary, it is adopted as a joint agreement by the Community intended to support ethical conduct and encourage discussions about ethical issues and their methods of resolution.

IV. FINAL PROVISIONS

14. The Code of Ethics comes into effect from the signing day.

15. The provisions of the Code of Ethics can be reviewed and amended by the Committee on Ethics or upon the proposal of the ISM Community Members.

16. The President of ISM University approves the Code of Ethics.

17. The Code and the Regulations of the Committee on Ethics are published on the website of ISM.