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CODE OF ETHICS
UNIVERSITY OF MURCIA



CODE OF ETHICS

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INTRODUCTION

The ethical code of the University of Murcia (UM) is the document that outlines some of the values that the institution considers a priority at this precise moment in its history, when it has just reached its first hundred years at the service of society.

With a firm intention of defining a fairer, more honest and reliable university, we are launching a series of initiatives for the dissemination of the Code of Ethics to the entire university community.

The UM Code of Ethics was approved in July 2016 after a process of participation, collaboration and consensus among all the groups within the university community.

The technical team, directed by Professor Emilio Martínez Navarro, is comprised of six people (four of them from the UM plus two experts from other universities with experience in this area) and has done an excellent job that should be a guide for all UM students, teachers and administration and service staff.

As the code itself states, the commitment to the values of the code of ethics does not oppose to or replace compliance with the law, but rather complements it. It provides an incentive to prevent conflicts and introduce continuous improvements, promoting the implementation of a virtuous circle in the university public service. The ethical code can and should contribute to the development of an ethical and prestigious culture that gives meaning to everything we do.

José Luján Alcaraz.

Rector of the University of Murcia



COMMITMENT

Commitment requires us to assume the aims of the University: high-quality education, excellence in research, continuous improvement in the transfer of knowledge to society and the dissemination of culture. To achieve these aims, good administration and management are needed, improving university social responsibility.

This means overcoming personal and corporate selfishness to engage with others in university tasks and in solving common problems.

In order for the UM to contribute to the construction of a better society, the professional commitment of all its people is needed, devoting the necessary time, effort and zeal for improvement.

Principles of action

- To put the goals of the UM as a public service before any particular interest.
- To disseminate the values and principles of action of the UM by word and behavior.
- To fulfill with excellence the corresponding functions, obligations and responsibilities in each area (study, training, research, knowledge transfer, dissemination of culture, delegation and management).
- Permanently assume professional self-improvement.
- To get involved with other members of the university community in everyday tasks and in solving common problems.
- To guarantee a positive public image of the UM and avoid misuses in favour of particular benefits.
- To seek actively solutions to social demands with a spirit of equity and solidarity.
- To encourage teamwork and cooperation in the university field.
- To promote sustainable and equitable environmental development from an economic, social and cultural point of view.



DIALOGUE

Dialogue, as an ethical value, translates into the willingness to communicate with others in a reasoned and reasonable way in order to cooperate effectively in daily tasks, taking at all times everyone's positioning, interests or situation into account.

It implies transparency in what should be transparent and maintenance of confidentiality in what should be confidential.

It implies intellectual honesty and the eagerness to resolve conflicts peacefully, exchanging accurate and truthful information in a courteous, cordial and diligent way. It requires the search for balance and fair consensus, taking the multiplicity and diversity of actors and interests into account.

Principles of action

- To offer clear and truthful information, and to respond diligently to the request of information made by people who are entitled to request it.
- To inform about the criteria for decision making, being willing to publish them and justify them publicly.
- To maintain a fluid and effective communication both within the UM and with society.
- To be transparent in the transmission of information, reporting on the actions and decisions taken, as well as their results.
- To manage information with agility, rigor and transparency, respecting due confidentiality.
- To encourage honest, rigorous and rational dialogue about alternatives of improvement in all academic disciplines.
- To encourage empathy, the willingness to put oneself in someone else's place, and the search for a fair consensus.



RESPECT

Respect implies treating everyone with impartiality, deference and consideration, avoiding the discrimination of people for reasons beyond their merits, making rational assessments and eluding prejudices whenever possible.

Respect is radically opposed to despise, but also to the attitude of indifference, disdain and exclusion that may result from lack of interest or attention towards others' needs.

The consideration of the equal dignity of every human being as a supreme value must be present in the actions of all members of the UM. Valuing other ways of living, animal care, environmental protection and the good use of resources is also a sign of respect and moral maturity.

Principles of action

- To avoid taking illegitimate advantage of one's position of power or authority.
- To avoid and reject behaviors that may involve sexual, workplace or other types of harassment, as well as any type of coercion or violence in interpersonal relationships.
- To treat people respectfully, both with words and gestures, avoiding offensive symbols and messages.
- To treat everyone with equal consideration and respect, regardless of gender, race, ideological and religious beliefs, sexual orientation, academic, economic or employment status, etc.
- To listen to the opinions of others while at the same time discussing them critically with scientific, academic and intellectual rigor.
- To show and promote maximum animal and environmental care, as well as the protection of available resources.
- To assiduously review our assessment of other people's work, adjusting rewards and incentives properly in favor of a more equal distribution, according to performance criteria, such as level of achievement, dedication, merits, etc.



RESPONSIBILITY

Responsibility involves assuming one's own duties and obligations with honesty, being willing to account for one's accomplishments as well as failures to whoever corresponds.

Being responsible implies acting at all times in accordance with one's personal ethical principles, seeking fairness in all decisions and actions.

Some key elements of responsibility as a moral value are: goodwill, being aware of and able to publicly justify the principles of our own behavior, and showing coherence and exemplariness in practice.

Principles of action

- To attend classes and meetings regularly, being punctual and attentive and eager to participate.
- To assess the merits of students, colleagues, and candidates in recruitment processes with impartiality and objectivity.
- To justify actions and decisions to people affected by them.
- To report illegal or morally dubious situations.
- To avoid taking advantage of other people's work, collaborating to eradicate such practices (plagiarism, collusion, etc.).
- To avoid using university materials and resources, as well as academic or management positions, for illegitimate personal or group benefits.
- To act with the utmost respect for the law. However, if a norm is found to be unfair or obsolete, one should also be willing to request for its amendment or revocation to whoever corresponds.
- To minimize the use of animals for experiments or other scientific or teaching purposes, showing extreme care in dealing with them.
- To make a careful, responsible and efficient use of the freedom to study, teach, research or carry out any management related activity.