



# ETHICAL STANDARDS GUIDE



UNIVERSITATEA TTU MAJORSCHI



# 1. INTRODUCTION

**☞ This Guide is aligned with the Code of Ethics and University Deontology of Titu Maiorescu University of Bucharest.**

**☞ The Guide establishes the principles, values, and moral standards that students of Titu Maiorescu University of Bucharest, as members of the academic community, undertake to observe. It also specifies the acts and actions constituting breaches of academic ethical conduct, together with the corresponding sanctions.**

**☞ The Ethical Standards Guide is a guide to academic conduct, supporting the freedom and autonomy of each student and fostering individual responsibility.**

## **2. PRINCIPLES AND VALUES**

- **Academic freedom**
- **Personal autonomy**
- **Merit**
- **Professionalism**
- **Justice and equity**
- **Honesty and intellectual integrity**
- **Transparency**
- **Responsibility**
- **Respect and tolerance**
- **Goodwill and care**

## **2.1. academic freedom**

**The university academic environment is a space free from political, economic, and religious constraints. Respect for the freedom of others represents an indispensable principle that includes respect for differences and discourages all forms of discrimination, promoting cooperation and intellectual partnership within the university environment.**

## **2.2. Personal autonomy**

**This principle implies the possibility of making informed individual choices regarding study programmes, professional training pathways, opportunities, and the level of excellence that the student wishes to achieve. In this regard, all important information for students is made available on the university website and on the websites of the doctoral schools.**

## **2.3. Merit**

**Recognition of individual and collective merit (creativity, efficiency, talent, performance) is essential for the functioning of the academic institution. The establishment of qualitative hierarchies within higher education study programmes is directly related to the implementation of this principle.**

## **2.4. Profesionalism**

**This principle is encouraged within the academic environment in order to increase competitiveness, scientific quality, and educational quality. It leads to competence in the exercise of the profession, students' trust in the intellectual and moral authority of teaching staff, collegial solidarity with those who respect the university's moral standards, as well as those of the same professional field.**

## **2.5. Justice and equity**

**Compliance with fair professional evaluation criteria and the promotion of equal opportunities regarding access to studies, documentation resources, study programmes, etc., are mandatory. The implementation of the moral values of justice and equity in the university environment requires compliance with the following principles:**

- a. Non-discrimination and equal opportunities: Violation of individual rights based on race, gender, sexual orientation, disability, nationality, ethnicity, religion, social category, financial status, or background within the university environment constitutes an act of discrimination.**
- b. Prevention and elimination of conflicts of interest: Conflicts of interest arise from the overlap of multiple types of relationships or positions, affecting the fair assessment of students and potentially encouraging nepotism and favouritism, as well as the application of standards inconsistent with evaluation and assessment criteria.**
- c. Prevention and combating of corruption: Inequitable treatment, injustice, and favouritism are unacceptable within the university environment. Corruption may undermine the principle of merit, generating distrust in the value of diplomas and in the professional competence of graduates.**

## **2.6. Honesty and intellectual integrity**

**The implementation of this principle is fundamental to the full achievement of professional training and personal development. Lack of academic honesty and intellectual integrity may lead to incorrect performance assessment and infringement of intellectual property rights.**

## **2.7. Transparency**

**The academic environment is a public space and presupposes access to information regarding admission, the conduct of the educational process, student assessment and promotion, the use of material resources dedicated to the educational process, and online information resources.**

## **2.8. Responsibility**

**The university encourages the application of the principle of personal and professional responsibility, requesting its members to avoid causing harm to one another. Personal and professional responsibility implies proper conduct towards others while ensuring the exercise of everyone's rights.**

## **2.9. Respect and tolerance**

**The academic environment presupposes mutual respect, tolerance, and cooperation. In this regard, harassment based on racism, xenophobia, misogyny, sexism, chauvinism, homophobia, or religious or political beliefs must be condemned.**

## **2.10. Goodwill and care**

**The university demonstrates goodwill and care towards all members of the academic community by fostering:**

- ❖ altruism,**
- ❖ kindness,**
- ❖ politeness,**
- ❖ understanding,**
- ❖ solidarity,**
- ❖ attentiveness,**
- ❖ promptness, and optimism.**

# **3. IMPLEMENTATION OF ETHICAL PRINCIPLES**

**In their activity, members of the academic community are not subject to political ideologies or religious dogmas, even where the results of their scientific research contradict such ideologies.**

**No religious belief or political ideology may be imposed within the university environment through abuse of power or authority.**

## **3.1. Students' Right to Confidentiality**

**Confidentiality is guaranteed regarding matters related to private life, marital status, sexual orientation, hidden disabilities, domicile, political or religious affiliation, etc.**

**Students who consider that certain university ethical standards have been violated may address the University Ethics Committee.**

## **3.2. Right to Quality Education**

**The implementation of the principle of professionalism is indispensable for ensuring the right to quality education. In this regard, teaching staff, researchers, and doctoral candidates have the obligation to remain informed about developments in their field, update their courses and seminars, and publish research results.**

## **3.3. Merit in Student Assessment**

**In the case of students, merit is established according to assessment criteria applied in tests, examinations for course promotion, practical activities, internships, graduation examinations, professional competitions, etc. The University Ethics Committee intervenes where those responsible for assessment fail to ensure the correct application of the principle of merit recognition.**

## **3.4. Application of the Principle of Non-discrimination**

**This principle implies ensuring equal treatment for all students regardless of gender, race, age, ethnicity, disability, nationality, sexual orientation, financial status, or social background. Sanctions for various forms of indirect discrimination are proposed by the Ethics Committee according to the seriousness of the act.**

## **3.5. Counteracting corruption**

**Combating corruption depends on the commitment and determination of each member of the academic environment. The university institutionally sanctions with severity:**

- ❖ bribery and attempted bribery (money or services),**
- ❖ clientelist trafficking of examinations (buying and selling examinations in exchange for money or services),**
- ❖ as well as the use of undue influence and favouritism.**

## **3.6. Possible forms of corruption**

**The following possible forms of corruption within the university environment are prohibited:**

- a. Examination trafficking (selling, purchasing, or substituting assignments in exchange for money, services, or reciprocal favours);**
- b. Requests by university staff members for money or gifts, as well as attempted bribery or bribery thereof, including involvement through other forms of personal interest;**
- c. Collection of funds from students for the purpose of offering gifts to teaching staff participating in examinations.**

**In such cases, sanctions may range from a warning to expulsion from the university.**

## **3.7. The Principle of truth is essential**

**Within academic activity, the most frequent violations of this principle are:**

- a. Cheating (using prohibited documentary materials during examinations, copying);**
- b. Facilitating cheating (assisting a person intending to deceive an examination committee, providing completed assignments, impersonation during examinations, etc.);**
- c. Data fabrication (using improvised data in research or experiments, intentional alteration of experimental data, citing fictitious articles);**
- d. Self-plagiarism (using the same paper for multiple examinations);**

## **3.7. The Principle of truth is essential**

- e. Plagiarism, through the full or partial appropriation of material produced by another author and presenting it as one's own work (whether in written work or oral presentation). The student's grade shall be proportionally reduced, up to the annulment of the examination. Where the case concerns an important examination (Bachelor's degree, Master's dissertation, Doctorate), the sanction may extend to expulsion. Re-enrolment may only be requested by the student concerned, and re-enrolment may only be granted on a tuition-fee basis.**
- f. Plagiarism in Bachelor's theses or Master's dissertations may lead to expulsion.**
- g. The university ensures transparency in admission, assessment, promotion, and the use of material resources. Transparency concerns information regarding the application of the following principles: merit of candidates, non-discrimination, and equal opportunities.**

## **3.8. Responsibility**

**Responsibility protects the rights of all members of the academic community and cultural diversity. It is manifested both as individual and collective responsibility related to the development of knowledge.**

**Students have the moral right to criticism and public dissent without being subjected to reprisals or persecution where their rights are violated or where they possess evidence and arguments that pedagogical, moral, or legal standards are being violated within the institution.**

## **3.9. The Principle of respect**

**With regard to the transmission of knowledge, this principle is expressed through plurality of opinions. The nature of ideas and knowledge is highlighted in a spirit of dialogue.**

**Teaching staff assist students in cultivating critical distance in relation to their field of study.**

**A healthy academic environment is cultivated through respect and tolerance towards others.**

**Students must demonstrate solidarity and support towards those facing situations requiring moral or material assistance and show appreciation and esteem for their meritorious colleagues, rather than envy or contempt.**

## **3.10. Combating discrimination**

**Discrimination means any distinction, exclusion, restriction, or preference based on race, nationality, ethnicity, language, religion, social category, beliefs, sex, sexual orientation, age, disability, chronic non-contagious disease, HIV infection, or belonging to a disadvantaged category.**

**Likewise, any other criterion having the purpose or effect of restricting or removing the recognition, use, or exercise, under equal conditions, of human rights and fundamental freedoms or rights recognised by law in the political, economic, social, cultural, or any other area of public life shall be considered discrimination.**

## **3.11. Combating Harassment**

**Harassment represents degrading, intimidating, and humiliating behaviour that affects the ability of the harassed person to exercise their rights or to carry out their professional and study activities normally.**

**Harassment generally consists of repeated behaviour, both within and outside the university (physical and verbal threats, humiliating criticism, sexual advances, etc.), but may also consist of singular acts where such acts are aggressive in nature.**

**Any behaviour based on race, nationality, ethnicity, language, religion, social category, beliefs, gender, sexual orientation, belonging to a disadvantaged category, age, disability, refugee or asylum status, or any other criterion leading to the creation of an intimidating, hostile, degrading, or offensive environment constitutes harassment.**

**The university sanctions all forms of harassment and insulting behaviour, namely injurious, intimidating, or humiliating acts of expression (inside or outside the university), directed against participants in university activities, irrespective of who they are.**

## **4. SANCTIONS**

**The sanctions that may be applied to students by the university or faculty management, upon the recommendation of the University Ethics Committee, for breaches of university ethics are the following:**

- a. written warning;**
- b. annulment of assessment results;**
- c. expulsion.**

## **5. COMPLAINTS / NOTIFICATIONS**

**Any complaints regarding breaches of ethical principles and academic integrity within Titu Maiorescu University of Bucharest may be submitted to the University Ethics Committee in writing through the Registry Office or electronically at: [iosud@univ.utm.ro](mailto:iosud@univ.utm.ro).**