

## Code of Ethics for Employees of Scientific Departments of J. Heyrovsky Institute of Physical Chemistry of the Czech Academy of Sciences

The following documents were used to formulate this Code of Ethics for Employees of Scientific Departments of J. Heyrovský Institute of Physical Chemistry of the Czech Academy of Sciences (hereafter referred to as Code of Ethics or UFCh Code of Ethics):

- Code of Ethics for Researchers of the Czech Academy of Sciences;
- Research Ethics Framework, resolution of the Government of the Czech Republic No. 1005, dated 17 August 2005;
- The European Charter for Researchers, 2005/251/ES, Official EU Bulletin dated 22 March 2005;
- Good Manners in Science; A Set of Principles and Guidelines, Polish Academy of Sciences, Committee for Ethics in Science, Third (amended) edition, Warsaw 2001;
- Rules of Good Scientific Practice, adopted by the Senate of the Max Planck Society on 24 November 2000;
- Memorandum on Scientific Integrity, All European Academies, Amsterdam, 2003 ('On standards for scientific research and a National Committee for Scientific Integrity, adopted by the Royal Netherlands Academy of Arts and Sciences (KNAW), Netherlands Organisation for Scientific Research (NWO), Association of Universities in The Netherlands (VSNU), 2001);
- Guidance on Authorship in Scholarly or Scientific Publications, Yale University, Office of the Provost; [www.provost.yale.edu/policies/academic-integrity](http://www.provost.yale.edu/policies/academic-integrity)

Education, research and innovation are basic pillars of the development of contemporary society. The trust in research rests on the trust in the integrity of researchers and the reliability of results of their scientific work. The outcome and interpretation of their research can be verified by the scientific community, but cannot be verified by the public for which the new knowledge is intended. Therefore, if science is to remain trustworthy, researchers must observe basic moral principles in their work, and must be people of integrity and honesty. The UFCh Code of Ethics (Articles I - V) includes framework principles of good conduct in science, seeking to support desirable moral standards in academic research.

### I. General principles

An employee of a scientific department:

- a. abides by deep-seated human moral principles and by principles spelled out in this Code;
- b. requires of her/his colleagues conduct conducive to these principles;
- c. does not defend, conceal or justify conduct that contravenes the principles set forth in this Code, not even on the basis of necessary obedience and loyalty;
- d. considers science and research as an integral part of culture and the source of innovation and defends them against being questioned;

- e. stands resolutely against the non-ethical and inappropriate use of scientific knowledge;
- f. expands and intensifies her/his scientific knowledge and strives to improve personal professional competency;
- g. maintains a critical attitude toward her/his own scientific findings and results as well as to results of colleagues and is open to discussion and factual arguments;
- h. defends the freedom of scientific thought, expression, exchanges of opinion and information;
- i. refuses to use non-scientific approaches and expressions of racial, gender, religious, nationalist, and political opinions in science;
- j. recognizes, and intentionally disseminates the principles of reliable, trustworthy scientific practice in the scientific community and refuses all scientific dishonesty, and infringement of the principles specified in this Code;
- k. observes the principles of neutrality and independence of ideological and political pressures and of the interests of pressure groups;
- l. will not allow a conflict of interest to arise as a result of her/his position and related activities at UFCh and her/his private activities;
- m. will avoid the abuse of her/his position for their own benefit, for the benefit of third parties or for discrimination of any kind;
- n. respects equal rights to professional and personal development, rights to access information and they should respect the freedom of thought, expression and opinion.

## II.

### Principles of Scientific Work

An employee of a scientific department:

- a. adopts approaches corresponding to good scientific practice;
- b. respects and his/herself should disseminate principles of reliable, trustworthy scientific work;
- c. seeks to expand the frontiers of scientific knowledge and makes every effort to ensure that her/his practically usable research results serve society;
- d. carries out research in such a way that society, the environment and cultural values are not threatened;
- e. carries out research concerning human subjects (incl. biological material of human origin) in accordance with the Universal Declaration on Bioethics and Human Rights and after a positive assessment of the planned research by the UFCh Ethics Committee for Research Involving Human Subjects;
- f. observes principles of scientific work (Art. 1) when obtaining, selecting and assessing scientific data, and at the same time takes into account the specificity of her/his discipline;
- g. accounts for the precision and objectivity of her/his research and recognizes the limits of research methods used;
- h. is responsible for the completeness and verifiability of the results published on a certain problem and for their undistorted interpretation;
- i. preserves primary data and documentation of all substantial published results for an allotted time in the respective discipline of science unless other obligations or rules preclude this;



- j. holds her/himself accountable for the purposeful and efficient use of research funds and does not duplicate research previously carried out elsewhere if it is not needed for the verification, supplementation or comparison of the results obtained;
- k. presents the results of her/his research which are not subject to confidentiality to the scientific public and acquaints the general public with them only after the results have been published in the scholarly press.

### III.

#### Principles for Publicizing Scientific Knowledge and Results

An employee of a scientific department:

- a. can be listed as the author or co-author of a scientific paper if contributing in any substantial way to its origin, e.g., to the design of the studies and experiments and their realisation, to analysing, interpreting, working out or modelling the data or drawing up the article, on the condition co-authorship is agreed to;
- b. follows the document "Guidance on Authorship in Scientific Publications for Researchers of the J. Heyrovský Institute of Physical Chemistry of the CAS" (freely available on the UFCh web), when publishing and determining the authorship;
- c. acknowledges, in the article, the scientific contributions of predecessors and colleagues to the question studied to which the article is linked directly, and when citing findings and results obtained by other authors a clear reference is made to the respective source;
- d. cites also important works which are contrary to his/her own results and conclusions;
- e. will publish errata or take other appropriate steps if he/she later finds any substantial error in his/her published data;
- f. avoids partitioning acquired results and knowledge intentionally to publish them in multiple journals thereby increasing the number of his/her scientific papers.

### IV.

#### Principles Regulating Relations with Students and Co-workers

An employee of a scientific department:

- a. admits students and co-workers into a scientific team after objectively evaluating their intellectual, ethical and personal characteristics;
- b. pays heed to correctness and openness in the mutual communication when leading a scientific team, and avoids an unjustified autocratic style of leadership;
- c. assesses students and colleagues according to the results achieved and treats them equitably, not requiring from them work which is her/his responsibility, or that beyond the student's capabilities; possibilities and qualification grade;
- d. conveys knowledge, skills and principles of good conduct in science by word and personal example, to her/his students and colleagues;

- e. is devoted to teaching her/his students and guides them to develop their independent, critical thinking, and a responsible approach to work and respects their right to freely express their opinions about research;
- f. supports the enhancement of the qualifications of students and subordinate researchers and their scientific and publication activities and international contacts and lists them among the authors of a manuscript if they have made a creative and substantial contribution to it;
- g. deduces consequences from a possible scientific misconduct of her/his colleagues.

## V.

### Principles for the Assessment, Evaluation, Opponent and Expert Activities

An employee of a scientific department:

- a. performs alone assessment or other evaluation work assigned;
- b. protects intellectual property rights of the authors of evaluated manuscripts, designs of projects and communications, being careful only to work out an expert review and not use the data contained in evaluated materials for personal advantage or provide them to a third person;
- c. does not intentionally prolong the assessment of an evaluated work so as to achieve personal advantage or for the benefit of a third person;
- d. refuses to prepare an expert opinion, the conclusions of which could be influenced by her/his personal interest, or reveals this fact in advance; avoids any other potential conflicts of interest;
- e. prepares expert opinions responsibly and only from her/his specialty area, resisting any potential external pressures which could influence this opinion;
- f. observes objective criteria in evaluating and opponent procedures, adheres to the contractor's rules and requires the same adherence from the other participants of the procedure.

## VI.

### Method of Resolving Cases of the Violations of the Fundamentals of Proper Conduct in Scientific-Research Work

Possible violations of the fundamentals of proper conduct in science shall be resolved:

- a. directly at the UFCh within its organizational structure; if need be, it is possible to use the UFCh Committee for Scientific Work Ethics, Scientific Ombudsman, Deputy Director for Education and Chair of the Union Organization, in dependence on the character and subject of the ethical issue;
- b. by the Committee for Scientific Integrity of the CAS if the resolution of a dispute exceeds the competence of the Institute of the CAS or if parties to the dispute do not agree with the conclusions adopted by the Institute;

- c. in cooperation with all parties involved, the highest possible protection of privacy is observed. A report on the resolution of the dispute must be circulated to all participants and must include measures leading to rectifying the problem if the violation of the ethics of scientific conduct was involved. In justifiable cases, the provision of Article 65 of the Statutes of the CAS, or the respective regulation of the labor code may be employed.

Approved by the UFCh Committee for Scientific Work Ethics, Prague, September 23, 2020



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