
CODEX OF PROFESSIONAL ETHICS

OBJECTIVE OF THE CODEX

Code of Ethics shall be made in order to preserve the dignity of the profession, protect the value of knowledge and responsibilities of employees and students of the Academy.

Code of Ethics contains moral principles and principles of professional ethics according to which teachers, associates, students and other stakeholders in higher education should behave.

Code of Ethics consists of ethical canons which prescribe standards of conduct tailored to the needs of the Academy.

ETHICAL CANON

Basic ethical canons in terms of this Code are:

Canon I - Attitude towards the profession

In attitude to the profession, teachers and associates are free and responsible for defending the truth, as they see it, and in this sense they are obliged to exercise the following standards:

1. Improve their knowledge.
2. Strive to achieve the highest level in the field of scientific knowledge and technological solutions.
3. Ensure accuracy and precision in communicating these findings in the context of the study program which is realized.
4. Develop and encourage critical thinking, while current private interests, of either moral or material kind, must not jeopardize or compromise creative freedom and research work.

Canon II - Attitude to students

1. Teachers and associates should encourage their students to free and serious approach to learning by applying the best ethical and professional standards in teaching.
2. Expressing appreciation for the students as personalities, teachers and associates should be their true intellectual guides and counselors.
3. Teachers and associates are required to establish a relationship with the students based on mutual trust and respect.
4. The monitoring system of student work and assesment must be objective, reliable and balanced, so that each student's score is reported in line with the number of points for the pre-determined activities relevant to the evaluation.
5. Teaching staff and other employees shall not either directly or indirectly, exploit, abuse, harass, blackmail and discriminate against students or treat them in a derogatory or otherwise offensive manner hurting their dignity.
6. Any form of attack on the personality of students, particularly sexual harassment, physical assault, mockery and ridicule is seen as morally unacceptable behavior.

Canon III - Relations among Colleagues

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1. Employees of the Academy should foster collegial relationships based on mutual respect and understanding.
 2. Employees are obliged to exchange ideas and criticism showing respect for different opinions by relying on strong arguments.
 3. Teachers and associates shall be obliged to objectively evaluate professional colleagues according to the principles of fairness, reasonableness and collegiality.
 4. Teachers are obliged to respect and defend creative freedom of associates.

IV – Attitude to the Academy

1. Employees of the Academy safeguard the integrity and dignity of the Academy and work according to their best knowledge conscientiously, diligently and devotedly showing good manners.
2. They respect the organization of the Academy with the freedom to criticize and modify its rules.
3. In the case of their engagement outside of the Academy, teachers and associates are required to comply with the obligations of the scope of interest of the Academy.

V – Dress code

1. Employees are required to be appropriately and neatly dressed so that their manner of dress does not impair the reputation of the Academy.
2. The following items of clothing are considered to be inappropriate: inappropriately short skirts, shorts, blouses with big cleavage and extremely short and transparent blouses.

VI - Social Mission

1. Employees of the Academy participate in social and political life like all other citizens, but their personal involvement must be coordinated with their obligations to students, teaching and their college interests.
2. When acting as private individuals, employees are required to prevent creating the impression that they are doing it on behalf of their colleagues or the Academy.
3. Employees of the Academy are obliged to fight against all forms of corruption in higher education, create and follow the mechanisms of safe reporting and check of cases of corruption.

VII - Implementation of the Code

1. An employee who believes that he is required to act in a manner that is inconsistent with this Codex, should notify the President in the written form, and therefore should not be put at a disadvantage compared to other teachers and associates.
2. Employees will apply this Codex in good faith and its violation will be the basis for determination of disciplinary or other responsibilities.
3. This Codex of Ethics shall enter into force on the day following its adoption.

ACAS Southern Serbia