

EMPLOYEE CODE OF ETHICS OF THE SLOVAK UNIVERSITY OF TECHNOLOGY IN BRATISLAVA

The Slovak University of Technology in Bratislava is a modern university, whose spirit is created jointly by students, teachers and employees regardless of nationality, race, gender, age or religion, in the context of humanism, humanity, freedom and democracy, thus developing the research and educational legacy of the famous Mining academy in Banská Štiavnica and modern von Humboldt-type universities.

Aware of their co-responsibility for the formation and development of the next generation of students, the requirements for their education on honesty and character development, STU employees at all its faculties and components commit to comply with this ethical principles in particular, every employee:

1. Fully respects the principles of humanism, humanity, freedom, democracy and, in all its activities, is committed to the compliance to moral principles and ethical principles.
2. Respects the integrity of the personality of colleagues and students, co-creates a positive and creative atmosphere and participates in the formation of good interpersonal relationships between colleagues and students.
3. Respects the academic freedoms, in particular the right to research and to publish the results of his/her research. He/she uses his/her professional, scientific and pedagogical knowledge, experience and skills to fulfill the mission of STU and for the benefit of students.
4. Cares about spreading the good name of the Slovak University of Technology. He/she signs the results of his effort, documents and works with his own name and lists the names of colleagues and students who participated in obtaining the results, while stating his workplace and university.
5. Respects copyrights, as well as the rights of inventors and creators of utility models. He/she acts in accordance with the applicable rules of intellectual property protection.
6. Makes effective use of working time in full compliance with the employment contract, job description and work regulations.
7. Performs any extracurricular activities beyond the scope of work duties and in such a way, that they do not endanger the scope and quality of his/her work performance. Professional activities for practical use outside of academia, in which knowledge and skills acquired in an employment relationship with STU are utilized, or which follow the main activity of the university, are carried out through the business activities of the Slovak University of Technology, or through organizations with the participation of the Slovak University of Technology.¹
8. Acts always in favor of the Slovak University of Technology and avoids conflicts of interest. He/she does not misuse the entrusted intellectual, material and financial resources for the purposes of personal gain, nor does he/she use them in conflict with the economic interests of the Slovak University of Technology.
9. He does not accept or demand any gifts or other performance provided in order to influence his professional decision-making or conduct.
10. When working with biological materials, living organisms or materials of a special nature, he/she shall pay attention to the ethical principles that apply to such work; pays particular attention to the protection of the environment.

The employee is aware that conduct that is not in accordance with the principles set out in this Code of Ethics harms STU's interests.

¹The scope of professional activities for practical use outside academia should not exceed 40% of working time per year and must not jeopardize the scope and quality of performance for the core mission.