



CODE OF ETHICS

Introduction

Educational, research and social activity at IBS and the interrelations among the members of the academic community are subject to generally accepted values and moral principles.

IBS holds the understanding that contribution to public good is only possible through the common efforts of its members under shared principles of professional and human ethics.

Part I – General Principles

1. The Code of Ethics defines ethical standards at IBS both for the academic community and the students and the administration of the School.
2. IBS faculty, students, administrators and graduates are expected to observe the principles of the Code of Ethics and shall contribute with their behaviour to the substantiation of the good reputation of the School.

Each member of the academic community and administrator of the school:

3. Observes strictly the laws of Republic of Bulgaria and the Statutes of IBS]
4. Uses their academic rights and academic freedom and respects moral principles and rules, observes this Code and the rules of academic behaviour;
5. Shares the understanding of protection and observation of the basic human rights, protection of human dignity, personal honour and good name of all and the

recognition of the right to personal opinion, freedom of scientific research and tolerance of different views;

6. Respects and observes the principles of associate and academic cooperation;
7. Recognises freedom of speech, right to critical thinking, individual approaches to research, free exchange of ideas and information. Applies correctly alternative methods and is positive in presenting critical opinions;
8. Defends the vision, mission and policy of IBS.
9. Contributes with their behaviour to the good name of the School;
10. Treats as a good owner the property of the School. Does not use resources for personal profit or for the benefit of third parties;
11. Does not act in conflict with the interest and prevents duly all occasions for such conflict;
12. Denies discrimination on the basis of race, ethnicity, ideology, religion, age, gender, physical inadequacy, social background or material state;
13. Supports efforts for creation of conditions of active participation of deprived people in the academic community;
14. Uses their whole potential and applies adequate effort in their teaching, research and social activity in the name of the prosperity of the School. Enhances their knowledge and skills and shares them with the members of the academic community;
15. In case of additional engagements as a member of an academic body or leadership function, performs their obligations with the full comprehension of the enhanced responsibilities and strict observation of this Code.

Part II – Pedagogic Activity

The university teacher:

1. Treats students honestly, fairly, collaboratively and openly. They do not admit disrespect of personality or pressure;
2. With their behavior sets an example for students;

3. In assessing learning outcomes, they are impartial and transparent.
4. Does not misuse their teacher's authority or position. Does not demand from students actions in his own interest and does not appropriate the results of their work.

The university students:

5. Observe the rules of academic integrity and do not allow plagiarism. They follow the rules of organization of pedagogic process and have correct and honest behavior in the evaluation of the outcomes of their learning.

Часть III. – Part III – Research and Creative Activity

University teachers and students:

1. Observe the principles of teamwork and professional discourse. Communicate openly and substantially research problems using correct argumentation and disallowing disrespect of their colleagues' results.
2. Tolerate different scientific views and approaches and pluralism of scientific and creative disciplines.
3. Regard their colleagues with measured critical stance which they apply in evaluating their own research and creative results.
4. In doing research and creative work they apply the latest achievements of the respective scientific area and are responsible for adequateness, precision and objectivity of methods used. They are conscientious in full description of data or explored materials and in the standard ways of their protection and archiving. They guarantee opportunities for checking of results. They observe specific ethical principles of the respective area.
5. They observe the principles and norms of copyright protection in connection of their own results and the results of others. They point to their affiliation to IBS in presentation and publishing of research results. They publish correctly and ethically their results in established and generally accepted publications and online platforms.
6. Heads of research teams refrain from autocratic methods of management and are open and correct in communicating with team members. They prevent conflict,

wrongful competition and discussions begotten from requirements of timeline, internal competition and expected results.

7. In case of required expert opinion, review, and other evaluation of research, they are fully responsible, impartial, objective and in the context of contemporary level of knowledge. They do not allow purposeful distortion or influence to the benefit of external interests. In evaluations, they use standard criteria, argumentative approaches and in the final assessment they are accountable with their professional reputation.
8. If in performance of research it is necessary to do actions in which there is risk related to unfavourable legal consequences, they are carried out professionally, with uninterrupted control, enhanced attention and in strict compliance with the norms and regulations.

Part IV – Ethics Commission

- For resolution of problems and observation of the Code of Ethics, an Ethics Commission is established.
- The Ethics Commission solves all cases in the ethical code and submits them to be approved by the Academic Council.
- The Academic Council proposes to the Rector the decisions for sanction.