

APPROVED

Resolution No. 191-03 of the Senate of the  
Lithuanian University of Health Sciences of 19 June 2025

## **LITHUANIAN UNIVERSITY OF HEALTH SCIENCES**

### **CODE OF ETHICS**

#### **INTRODUCTION**

In order to foster the unity of studies, science and practice, the principle of one's health, academic freedom, professionalism and autonomy and to ensure the highest ethical standards, thus contributing to the well-being of society and the education of active and responsible members of society, in accordance with the Constitution of the Republic of Lithuania, the Law on Science and Studies, the Statute of the University and other legal acts, adopt this Code of Ethics of the Lithuanian University of Health Sciences (hereinafter – the Code).

#### **CHAPTER I**

##### **GENERAL PROVISIONS**

1. The University respects and protects human rights and freedoms, promotes and fosters democratic values in accordance with the guidelines and international conventions set out in the Universal Declaration of Human Rights. Through its activities, actions, the University demonstrates goodwill, mutual trust and creates a favourable atmosphere of work, science and studies for the entire university community.

2. The Code establishes the fundamental principles of the University's ethics, promotes the recognition and respect of the rights and freedoms of members of the University community, establishes the rules of conduct between members of the University community and relations with external stakeholders to avoid ethically inappropriate or unlawful behaviour.

3. The Code applies to the entire university community: employees, students, listeners and other persons performing certain duties or functions at the university.

4. The Code specifies the ethical principles the University follows in carrying out its activities and the behaviour it expects from members of its community.

5. The Code is a general document that emphasises the most important ethical principles, which are detailed in individual internal documents of the University.

6. For the sake of clarity, if the masculine gender used in this Code it shall be understood to include all members of the University community.

#### **CHAPTER II**

##### **ETHICAL PRINCIPLES OF THE UNIVERSITY**

7. **Respect and equality.**

7.1. Members of the University community shall respect each other and other persons, maintain professionalism and businesslike conduct in their relations with each other, in their studies, research, healthcare and other activities, and shall recognise and respect human rights, ideas, suggestions, valid criticism, and copyrights.

7.2. Members of the University community, while exercising their rights and responsibilities, foster a culture of trust that encourages the free exchange of ideas and enables everyone to realise their potential.

7.3. Members of the University community are equal; the application of different conditions or different regulation of identical relationships is possible only for objective and justified reasons.

7.4. Members of the University community are expected to adhere to the University's uniform requirements, practices and procedures and to ensure their proper implementation.

## **8. Freedom of thought and expression.**

8.1. Each member of the University community has freedom of thought and expression, can choose fields and directions of scientific interest, have their own opinion and express it freely and responsibly on issues that affect them and the community, provided that this does not conflict with national and university laws and regulations, generally accepted norms of behaviour and does not violate the rights and (or) freedoms of others.

8.2. The University promotes openness, which means transparency, honesty and readiness to share information, ideas and to recognise various opinions. It fosters trust among community members, academic freedom, an inclusive discussion culture, and continuous improvement through open dialogue. Openness is based on a commitment to act honestly, respect different opinions, and be prepared to exchange and learn.

## **9. Equality, diversity and social inclusion.**

9.1. All members of the University community are equal, regardless of gender, race, nationality, citizenship, language, origin, social status, faith, belief or opinion, age, sexual orientation, disability, ethnicity, religion, marital status.

9.2. The University promotes social inclusion, equality, diversity and implements a culture of equal opportunities.

9.3. The University and its community members do not tolerate discrimination, harassment, violence, humiliation, incitement to hatred or bullying in any form. The University shall protect any members of the University community who have reported or testify to any related issues or incidents from hostile behaviour, retaliation and other negative consequences.

## **10. Responsibility.**

10.1. The members of the University community adhere to the requirements of ethical behaviour in all activities.

10.2. Each member of the community responsibly and honestly uses the functions entrusted to them, strives for the highest quality of his activity, assumes full responsibility for the functions of their activity and their proper and timely performance, refrain from actions that go beyond the boundaries of professional competence, protect the reputation of the university.

10.3. The priority objective of the University community is to ensure the highest quality in the areas of ongoing studies, scientific activities, healthcare and other processes. It is not recommended to engage in other activities not related to the mission of the University, if this could lead to problems of time distribution, which could lead to conflicts of obligations and adversely affect the performance of the main duties at the University.

10.4. All members of the university community cherish and protect the name and prestige of the University, refrain from any behaviour that could harm its image, and do not carry out public statements on behalf of the university without the permission of the university.

## **11. Academic honesty.**

11.1. Members of the University community seek the advancement of truth, knowledge and science by adhering to the highest standards of integrity in learning, teaching, conducting research, or performing other professional functions, including administrative activities.

11.2. Each member of the University community conducts research in accordance with the highest standards of research ethics, ensures the protection of intellectual property rights, honestly acknowledges the contribution of other scientists, does not plagiarise and does not falsify the results.

11.3. The University's teaching staff ensures the highest quality of teaching using the latest science-based methodologies and technologies. They are constantly improving their professional competencies, are open to new ideas and promote the personal, academic and professional growth of students and listeners.

11.4. The relationship between lecturers and students and (or) listeners is based on the principles of mutual honesty, trust, cooperation and respect for the individual. The assessment of knowledge, skills and competences is based on the principles of objectivity, impartiality, transparency and constructive feedback.

11.5. Students and listeners have the right and duty to participate actively, honestly and responsibly in teaching and educational activities, to cooperate and treat lecturers and other members of the university community with dignity and respect for the values of the university.

11.6. The members of the University community do not plagiarise, falsify results or copy the texts of other persons, or engage in any other conduct that may hinder the proper evaluation of their knowledge and competences.

## **12. Transparency, fairness and compatibility of interests.**

12.1. Members of the university community openly and honestly disclose their private interests, inform in advance about situations that may cause a conflict of interest and try to avoid it.

12.2. Members of the University community shall not engage in fraud, deceit, abuse, corruption or other activities prohibited by law.

12.3. Members of the University community carry out their duties impeccably, are incorruptible and do not bribe others. They shall perform their duties for the University with integrity, without taking advantage of their position for personal gain or for the benefit of those close to them, and without detriment to the University or the public interest.

12.4. The members of the university community do not abuse their power, do not exceed their competences and act within the limits of the powers granted.

12.5. Work, science and study tools, financial, material resources, internal and confidential information must be used only for direct current duties, for the performance of science and studies, except when written otherwise.

12.6. Decisions are made and activities are carried out on the basis of objective criteria, without personal biases, external influences, or conflicts of interest.

12.7. Members of the University community shall not accept any direct or indirect gifts, either directly or indirectly, where there are grounds to believe that the gift is intended to influence the actions or decisions of a member of the University community and (or) where the acceptance of such a gift would be contrary to the University's gift policy.

### **13. Privacy and confidentiality.**

13.1. Every member of the university community has the right to privacy and respects the privacy of others.

13.2. Members of the University community shall ensure the confidentiality of information and shall protect from any unauthorised disclosure any confidential information about the activities of the University, members of the community, or third parties with whom the University cooperates, which is collected by the University and of which they become aware in the course of their duties.

### **14. Solidarity and compassion.**

14.1. Members of the University community are responsible for their duties and are willing to cooperate and help others, supporting and encouraging each other's development.

14.2. Members of the University community sympathise and help each other, care for the well-being of community members who are experiencing emotional difficulties and offer help to improve it.

14.3. The University provides opportunities for self-realisation and competence development.

14.4. The University ensures a safe working, scientific and study environment.

14.5. The safety and health of its community members is a priority for the University.

### **15. Protection of personal data and intellectual property.**

15.1. The University and the members of the community process personal data in accordance with the procedure established by law, ensuring their privacy, security and confidentiality, and appropriate technical and organisational measures that protect the data from unauthorised access, disclosure, accidental loss, alteration, destruction or other unlawful processing.

15.2. Intellectual property rights are protected in accordance with the procedure established by law.

### **16. Sustainability and social responsibility.**

16.1. Each member of the University community saves material and human resources, does not pollute the environment, informs responsible persons about inappropriate treatment of the University's resources, damaged or lost property.

16.2. University resources can be used only for work activities, but not for personal gain.

16.3. The management of the University's resources must comply with environmental and occupational health and safety and health legislation. Such management must be based on the logic of cost limitation, as well as on energy efficiency, without compromising the quality of the university's activities.

16.4. The University maintains relations with recognised academic institutions and fosters cooperation based on common values and respect for cultural and political diversity.

### **17. Digital ethics and communication.**

17.1. In the virtual learning environment, the same rules of academic ethics apply as in the physical environment.

17.2. Using AI tools ensures transparency and ownership of AI decisions.

17.3. Professionalism, compliance with cyber security principles and protection of personal data are ensured in the cyberspace.

18. The list of principles and the forms of conduct that violate them contained in the Code cannot be considered exhaustive.

### **CHAPTER 3**

#### **MONITORING THE IMPLEMENTATION OF THE CODE**

19. All members of the university community must comply with all provisions of the Code.
20. Structure of supervision of the implementation of the Code:
  - 20.1. Equal Opportunities Coordinator:
    - 20.1.1. Receives and records reports of violations of ethics;
    - 20.1.2. Conducts the initial investigation of violations;
    - 20.1.3. Submits material to the Senate Legal and Ethics Committee;
    - 20.1.4. Coordinates preventive activities;
    - 20.1.5. Advises the community on ethical issues;
    - 20.1.6. Provides training on ethics in the prevention of violations;
    - 20.1.7. Reports to the Rector.
  - 20.2. Heads of Departments:
    - 20.2.1. Implement the provisions of the Code in their Departments;
    - 20.2.2. Ensure the dissemination of information on ethical requirements;
    - 20.2.3. Identify potential violations and inform the Equal Opportunities Coordinator;
    - 20.2.4. Make proposals regarding the improvement of ethical standards;
    - 20.2.5. Participate in the organisation of ethical training;
    - 20.2.6. Promote ethical behaviour in the Departments.
- 20.3. The Student Disputes with the administration and other staff shall be dealt with by the Student Disputes Committee in accordance with the procedures established by the Senate.
- 20.4. University Senate Legal and Ethics Committee:
  - 20.4.1. Examines and decides on ethical violations;
  - 20.4.2. Considers appeals against decisions of other committees;
  - 20.4.3. Advises the Senate on the improvement of ethical policy.
21. The Code is publicly available on the University's website.

### **CHAPTER 4**

#### **REPORTING VIOLATIONS OF THE CODE**

22. Members of the University community shall not tolerate violations of the Code, shall discipline another member of the community upon noticing violations or notify the direct supervisor or the Equal Opportunities Coordinator in accordance with the procedure laid down in paragraph 23.
23. Notifications (complaints) regarding possible violations of the Code shall be submitted to:
  - 23.1. In writing to the Equal Opportunities Coordinator;
  - 23.2. By e-mail: [lygiosgalimybes@lsmu.lt](mailto:lygiosgalimybes@lsmu.lt);
  - 23.3. Through the electronic messaging system on the intranet.
24. The notification shall state the nature and circumstances of the infringement, the evidence available, proposed witnesses (if known — name, position, contact details), previous attempts to resolve the problem (if any), the contact details of the notifier, and whether the notifier agrees to their identity being disclosed to the person(s) complained about.
25. The University shall ensure the confidentiality of the notifications and the investigation process.

26. The reports shall be examined in accordance with the principles of presumption of innocence, impartiality and objectivity, and expediency.

27. If it is established that the notification (complaint) was justified, the Rector of the University, having regard to the gravity of the violation, has the right to apply the impact measures provided for in the Labour Code of the Republic of Lithuania and (or) the University Study Regulation. If a potential administrative offence or crime has been committed, notification (complaint) is immediately forwarded to the competent authority for examination in accordance with the procedure laid down in legal acts.

28. The personal data referred to in paragraph 24 will be processed only for the purpose of investigating a possible violation, and the contact data of the person who reported a possible violation will be used only for communication.

29. All personal data relating to members of the University community or other persons shall be confidential and shall be used only to the extent necessary for the responsible persons to perform the functions assigned to them in order to ensure the rights and legitimate interests of members of the University community or other persons. If a person has questions related to their personal data processed during the implementation and enforcement of the Code, they shall have the right to contact the Data Protection Officer of the University by e-mail [duomenu.sauga@lsmu.lt](mailto:duomenu.sauga@lsmu.lt).

30. The procedure for the implementation of the rights of data subjects established in Regulation (EU) of the European Parliament and of the Council of 27 April 2016/679 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) is regulated by the Rules for the Exercise of the Rights of Data Subjects at the Lithuanian University of Health Sciences approved by order of the Rector of the University No. 2021-V-0195 on 12 April 2021.

## **CHAPTER V**

### **FINAL PROVISIONS**

31. New members of the community are introduced to the Code before they start working, studying or volunteering at the University, as well as through public announcement.

32. The revision and updating of the Code is initiated by the members of the LSMU community, coordinated by the Equal Opportunities Coordinator,

33. The Code shall be reviewed at least once every five calendar years and updated as necessary.