

**CODE OF ETHICS OF THE
UNIVERSITY OF MONTENEGRO**
(Bulletin UMNE, no. 648/25 from 17.07.2025)

BASIC PROVISIONS

Subject

Article 1

This Code shall regulate the moral and professional principles, ethical standards, and rules of ethical conduct at the University of Montenegro (hereinafter: the University).

Implementation

Article 2

The Code of Ethics of the University of Montenegro (hereinafter: the Code) applies, in professional and public activities, to academic staff and students (hereinafter: the academic community), as well as to technical and scientific staff and other persons who are employed or otherwise engaged at the University (hereinafter: other personnel).

The persons referred to in paragraph 1 of this Article are obliged to consistently comply with the Code, taking into account interests of the University, their own reputation and dignity, as well as the reputation and dignity of the persons with whom they cooperate, and the interests of the broader social community, with an awareness of their responsibility to preserve and protect the environment.

It is the duty of the University to protect the persons referred to in paragraph 1 of this Article who suffer adverse consequences as a result of complying with the Code.

Purpose

Article 3

This Code shall ensure preservation and promotion of dignity of profession, academic integrity, and reputation of the University, as well as protection of moral values and raising of awareness regarding the responsibility of all members of the academic community and other personnel, in order to achieve the mission of the University.

The Code shall promote academic freedoms, as well as responsible exercise of rights and fulfilment of obligations in scientific research, artistic, professional, and teaching activities, and emphasize a civilized relationship among all members of the academic community and other personnel.

The Code shall contribute to preservation and further advancement of status of the academic community as one characterized by cultural, social, political, philosophical, religious, and economic diversity, which significantly influences success and achievements of this community.

Implementation and Improvement of the Code

Article 4

The governing bodies of the University and its organizational units shall ensure implementation and enhancement of moral and professional principles, ethical standards, and rules of ethical conduct at the University.

The bodies referred to in paragraph 1 of this Article are required to continuously and appropriately (e.g., orally, through the University website and notice boards, by issuing brochures, etc.) inform the members of the academic community and other personnel about the Code and the regulations governing their rights and obligations.

The University promotes academic freedoms, academic standards, good academic customs, and the rules of good academic practice in scientific research, artistic, professional, and teaching activities.

Other Proceedings

Article 5

Proceedings conducted, in accordance with a special act of the University, due to violations of this Code are separate and do not replace disciplinary, civil, criminal, misdemeanour, or any other proceedings conducted in accordance with the law, collective agreement, or general act of the University.

Use of Gender-Sensitive Language

Article 6

Expressions used in the masculine grammatical form in this Code for natural persons shall be deemed to include the corresponding expressions in the feminine grammatical form.

MORAL AND PROFESSIONAL PRINCIPLES

Principles

Article 7

Members of the academic community and other staff, as well as the bodies of the University and the organizational units of the University, are obliged, in accordance with the Law on Academic Integrity and the Ethical Charter, to adhere to the following principles:

- 1) principle of academic honesty;
- 2) principle of objectivity;
- 3) principle of openness;
- 4) principle of freedom in teaching and research;
- 5) principle of responsibility.

In addition to the principles from paragraph 1 of this article, members of the academic community and other staff, as well as the bodies of the University and the organizational units of the University, are also obliged to adhere to other principles established by the Constitution and the law, such as: prohibition of inciting hatred; prohibition of discrimination; respect for dignity and inviolability of the person; freedom

of thought, conscience, and religion; freedom of expression; freedom of creation; respect for national, ethnic, cultural, and religious particularities, and others.

Academic Integrity

Article 8

Academic integrity is based on independence and personal integrity in scientific research, artistic, professional, and teaching work, as well as on respecting the work and achievements of others.

The independence and personal integrity of members of the academic community and other staff are acquired and developed through processes of searching for knowledge, conducting research, interpreting and applying the results of other people's research in one's own work, and structuring one's own research.

Respecting the work and achievements of others in scientific research, artistic, professional, and teaching work implies strict compliance with the copyright of other persons and recognizing the contribution of any individual who participated in the conception, planning, and execution of a research project or the content of a particular form.

The University is committed to ensuring moral and other protection of intellectual property and is particularly responsible for continuously familiarizing students with the rules of academic integrity, the rules for using the works of other authors, i.e., the rules for citing and referencing such works, as well as the rules for using generative artificial intelligence tools in learning, conducting research, completing assignments, and writing papers.

The University shall support and protect innovative work.

It is the duty of the members of the academic community and other staff to consistently ensure compliance with the principles of academic integrity and to call for accountability for any violation of this principle.

Objectivity

Article 9

Objectivity in academic, research, administrative, business, and managerial activities at the University is achieved through critical thinking, discussions, and debates about the knowledge being created and transmitted, the development of competence, critical observation of facts, comparison and contrast of viewpoints and relevant sources, openness to innovation and creativity, the use of appropriate methods and procedures, presenting and advocating different opinions without excluding the expression of critical positions, and with respect for individual opinions.

Prejudices and bias of any kind must not influence objectivity in the activities referred to in paragraph 1 of this article.

Openness

Article 10

Openness in scientific research, artistic, professional, and teaching work is reflected in the public and scientific and academic network accessibility of the research results of members of the academic community.

The openness referred to in paragraph 1 of this article may be limited only if publishing the research results would prejudice the scientific research activities of members of the academic community, in which case it must be ensured that these results are made available to the public and to scientific and academic networks to the greatest extent possible.

To achieve the openness referred to in paragraph 1 of this article, the University ensures transparent procedures, in accordance with the Law.

Freedom in Teaching and Research

Article 11

Academic freedom in scientific research, artistic, professional, and teaching work is a fundamental condition and characteristic of such work, a primary value of university life, and is of essential importance for the development, exchange, and transfer of knowledge, as well as for innovation and creativity.

Members of the academic community, in their work, should be guided by the principles of freedom of scientific and artistic creation in the spirit of responsible, objective, and honest pursuit of truth, acquisition, and dissemination of knowledge.

Academic freedom at the University is exercised within the limits of generally accepted values and standards characteristic of the academic community, as well as laws and other regulations, which must be particularly taken into account when scientific research and artistic works are created using generative artificial intelligence tools.

The University shall protect members of the academic community from any attempt whatsoever to limit or deny freedom in scientific research, artistic, professional, and teaching work.

The University shall encourage freedom of thought and freedom of expression as fundamental values on which academic freedom rests.

Professional freedom, scientific curiosity, artistic creativity, and the spirit of research cannot serve as justification for violating basic human rights and the dignity of colleagues or other entities.

Responsibility

Article 12

Responsibility of the University towards society and the academic community is reflected in respecting quality standards and ethical rules, promoting excellence, as well as preserving and improving academic integrity.

Promoting and achieving excellence, as a common good of the academic and social community as a whole, implies attaining a high level of quality in education and research achievements, maintaining high standards of ethical conduct in research and teaching, contributing to the development of society through the application of research results in practice, encouraging continuous improvement and professional development of academic staff, and more.

The academic community should be open to a critical assessment of its overall activities by society, to re-examine the purpose of its activities, as well as the potential consequences of those activities for society.

Prohibition of Discrimination

Article 13

At the University, both direct and indirect discrimination are prohibited on grounds of race, skin colour, national affiliation, social or ethnic origin, connection with any minority nation or minority national community, language, religion or belief, political or other opinion, sex, gender transition, gender identity, sexual orientation and/or intersex characteristics, health status, disability, age, financial status, marital or family status, group affiliation or assumption of group affiliation, political party or other organization membership, as well as any other personal characteristic.

The consent of a member of the academic community or other staff to being discriminated against does not exempt from responsibility the member of the academic community or other staff who commits discrimination, gives instructions, or encourages others to commit discrimination.

No one at the University shall suffer harmful consequences for reporting a case of discrimination, giving testimony before a competent authority or University body, or providing evidence in cases where the existence of discrimination is being examined.

The University shall ensure equal conditions for members of the academic community and other staff in exercising their rights and obligations, expressing intellectual abilities, and advancing professionally.

RULES OF ETHICAL CONDUCT

Prohibition of Conflict of Interests

Article 14

Improper influence, abuse of authority, and any other form of conduct aimed at creating a privileged position for an individual or a group at the University are prohibited.

Members of the academic community and other staff are obliged to avoid conflicts of interest and must not, through actions and activities arising from the performance of their academic duties and professional obligations, place themselves or related persons in a privileged position compared to others, nor may they place their private interests above the interests of the profession and the University.

Related persons, as referred to in paragraph 2 of this article, are considered to be individuals who are relatives of the member of the academic community or other staff in a direct line and in a collateral line up to the second degree of kinship, relatives by marriage up to the first degree of kinship, spouses and common-law partners, same-sex partners in a cohabiting relationship, adopters and adoptees, members of the same household, as well as other natural or legal persons with whom a business, political, or personal relationship has been established or had previously been established.

While carrying out private activities, members of the academic community and other staff must not use the name and logo of the University or any other university symbols that could create the impression of university authority or misuse the reputation of the University for personal, political, or other gain.

Any political activity within the University is prohibited.

Prohibition of Receiving Gifts

Article 15

Members of the academic community and other staff shall not request, accept, or encourage receiving gifts, services, or other benefits for themselves or another person if such acceptance would, directly or indirectly, influence their objectivity and the fulfilment of their professional obligations.

Respecting Intellectual Property Rights

Article 16

Members of the academic community guarantee the authenticity (originality) of their published scientific papers and artistic works and are responsible for the accurate and honest presentation and citation of information regarding the origin of ideas and statements used in their work.

Members of the academic community are obliged to respect intellectual property rights.

It is permitted to reproduce literally (quote) another author's work that has been lawfully made available to the public for the purposes of scientific research, teaching, critique, debate, review, or commentary, to the extent justified by the intended purpose, provided that the source and the author's name are indicated.

It is permitted to publicly perform or stage an author's work as part of direct study in teaching or in productions related to teaching, to the extent justified by the intended educational purpose, provided that the author's work is not used for obtaining direct or indirect financial or other gain for the institution, organizer, or a third party, that performers do not receive compensation for performing the author's work, and that no admission fees are charged.

Members of the academic community must not deform or otherwise alter another person's copyrighted works or other intellectual creations, nor use them in a way that endangers honour and reputation of the creators of such intellectual creations, except within the framework of serious critique in a literary or artistic work.

A serious critique, as referred to in paragraph 5 of this article, is considered to be a critique that contains elements based on which the problem addressed by the critique can be resolved and is not pointed at personality of the author of the work being criticized.

Severe Violation of Academic Integrity

Article 17

Plagiarism, fabrication, and falsification in scientific research are deemed to be the utmost severity of violating academic integrity.

Plagiarism

Article 18

It is prohibited to take another person's copyrighted work or a part of that work, another person's essential scientific findings or parts thereof, hypotheses, theories, methods, or data obtained through scientific research without indicating the author, or to undertake any other similar action by presenting them as one's own authentic work for the purpose of obtaining personal gain (plagiarism).

It is prohibited to copy a part of the text or the entire text, methods, ideas, algorithms, images, or charts from another author without quotation marks and citations, in a percentage prescribed by a special act of the University as the threshold for initiating a verification procedure before the Ethics Committee (direct plagiarism).

When determining the percentage referred to in paragraph 2 of this article, the part of the text containing references is excluded from the text under examination for the purposes of this article.

It is prohibited to copy one's own text in parts or in its entirety without indicating the original source and to present it as an entirely new work (self-plagiarism).

It is prohibited to take the overall meaning or individual ideas from another person's text without indicating the author (paraphrasing without reference).

Fabrication and Falsification in Scientific Research

Article 19

It is prohibited to invent data and results of scientific research and their publishing as well (fabrication in scientific research).

It is prohibited to alter or modify data and results of scientific research and publish them (falsification in scientific research).

Gifted Authorship and Out-of-Context Citation

Article 20

It is prohibited to purchase another person's works (seminar papers, master's theses, doctoral dissertations, scientific papers, and other literary works), as well as to write papers, either in full or in part, on behalf of and for another person (gifted authorship).

It is prohibited to copy or paraphrase a text while citing the author but in a different context (out-of-context citation).

Fabrication and Alteration of Recommendations and Misrepresentation of Academic Achievements

Article 21

Fabrication or alteration of recommendations and false representation of academic achievements in scientific research, artistic, professional, and teaching work shall not be allowed.

Groundless Reporting and Misconduct during Proceedings

Article 22

Groundlessly reporting members of the academic community and other staff for violations of ethical principles and rules constitutes prohibited behaviour and represents a violation of the Code.

Misconduct by members of the academic community and other staff during proceedings for determining violations of academic integrity (e.g., insulting members of the Ethics Committee or other participants in the proceedings, making threats, shouting, etc.) constitutes prohibited behaviour and represents a violation of the Code.

Professional Responsibility in Teaching

Article 23

Members of the academic community have the right and duty to continuously improve their knowledge and competencies, to develop and encourage critical thinking, to uphold academic freedoms and freedom of spirit, to use, disseminate, and transfer knowledge fairly, and to demonstrate honesty in every other respect.

Academic staff are free to develop original research methods and their own teaching style, provided these are not contrary to applicable regulations, work standards, and the ethical principles of the University.

Research, artistic, and teaching activities at the University must remain morally and intellectually independent from any political authority and economic power.

The highest responsibility of the members of the academic community is to contribute to the intellectual development of students and the acquisition of knowledge.

Members of the academic community engaged in teaching shall:

- 1) Act in accordance with the principles of academic freedom, ethical and intellectual responsibility, and nurture the values of diverse thinking, systematic doubt, and personal initiative;
- 2) Promote conditions of free spirit and broaden the concept of academic freedom;
- 3) Achieve and improve quality standards, particularly in developing curricula, inter-institutional cooperation, mobility programs, and integrated programs of study, training, and research;

- 4) Promote humanistic principles and human rights, develop intellectual skills, support the growth of tolerance and openness, and encourage professional curiosity;
- 5) Achieve and convey to students the highest level of scientific knowledge;
- 6) Respect the educational objectives, strategies, and standards of the University in the interest of students' development;
- 7) Ensure representativeness, relevance, accuracy, and precision in course content;
- 8) Oppose all forms of pressure regarding student assessment and, when grading students, rely exclusively on the following criteria: knowledge, understanding, and effort invested;
- 9) Ensure transparency and public accessibility of examinations;
- 10) Provide an objective, reliable, and consistent system of student assessment and grading;
- 11) Evaluate students' work openly, fairly, objectively, and in a timely manner;
- 12) Not tolerate and prevent cheating and other forms of deception or fraud by students during knowledge assessments;
- 13) Draw students' attention to any behaviour contrary to this Code.
- 14) Make reasonable effort to protect students from circumstances harmful to their learning, health or safety.

Members of the academic community shall not, directly or indirectly, exploit, abuse, blackmail, or discriminate against students, nor behave towards them in an inappropriate or any other manner that offends their dignity.

Members of the academic community must not condition the fulfilment of students' academic obligations and passing of exams on purchase of specific literature or other teaching materials, sexual offers and blackmail, or material and other forms of extortion whatsoever.

Members of the academic community must not prevent students from undertaking independent research in their pursuit of knowledge, nor restrict access to different viewpoints.

Members of the academic community must not encourage, accept, or engage in activities contrary to the reputation of the profession and the academic community.

Responsibility of Students and Responsibility towards Students

Article 24

Students shall respect dignity of other members of the academic community and other staff, to communicate with them with respect and consideration appropriate to the academic community, and to exercise their academic freedoms in compliance with applicable regulations, ethical rules, and the values of the academic community.

Students are obliged to respect the rights, obligations, and academic integrity of other students.

It is prohibited to encourage or assist students in active or passive non-compliance with the provisions of this Code, as well as to participate in actions contrary to the Code.

In accordance with applicable regulations, the study contract, and this Code, students shall meet their obligations, uphold academic honesty, ensure that their primary goal is the pursuit of excellence, and behave in a civilized manner, with respect and without prejudice.

All forms of cheating and use of unauthorized resources and literature during exams and other forms of knowledge assessment are prohibited, including taking exams or other assessments on behalf of another person, engaging another person to take exams or assessments on their behalf, as well as other forms of deception and assistance among students, including the use of generative artificial intelligence tools in a manner inconsistent with the University's rules on the use of such tools.

Students have the right to enjoy full human and intellectual freedom.

It is prohibited to prevent students from participating freely in any form of teaching or knowledge assessment, except in cases where the student behaves contrary to the general acts of the University and the study contract.

Members of the academic community and other staff are obliged to respect the dignity of students and to treat as confidential any information and data received from students in that capacity.

Responsivity towards Staff

Article 25

Members of the academic community and other shall foster collegial relations based on mutual respect, a culture of reasoned dialogue, respect for human dignity, and understanding, while being mindful of shared academic values.

Any active or passive behavior at work or in relation to work, directed toward an employee or a group of employees at the University, which is repetitive and has the purpose or effect of violating the dignity, reputation, personal, and professional integrity of an employee, causing fear, creating a hostile, humiliating, or offensive environment, worsening working conditions, or leading to the employee's isolation or resignation on their own initiative, as well as encouraging or inducing others to engage in such behavior, is prohibited (prohibition of workplace bullying / mobbing).

Members of the academic community and other staff have a moral and collegial obligation to point out unethical behavior to one another in order to correct such behavior in a timely manner and prevent its consequences.

Members of the academic community holding academic titles are obliged to respect and defend the creative freedom of their teaching associates.

The mentoring relationship must be based on mutual respect and recognition of intellectual property rights and other rights arising from scientific research and artistic

work conducted within that relationship, without exploiting the hierarchical nature of the mentor's position.

It is impermissible, in expressing critical thought at the University, to favor the works of a particular author or refrain from criticizing an author's works due to personal interest, as well as to ignore the works of others due to professional or personal animosity.

It is prohibited, as a condition for advancement, to sign a report on a candidate's selection for an academic title in a manner contrary to University regulations and established criteria, for the purpose of obtaining material or other benefits, reciprocal favors, friendships, or other personal interests.

Responsibility towards the University

Article 26

Members of the academic community and other staff shall protect reputation of the University and, in their work, actions, and behaviour, to adhere to ethical principles, the principles of scientific truth and critical thinking, and to act to the best of their knowledge, conscientiously, honestly, courteously, and with dedication.

Members of the academic community have the right to independently speak publicly and enjoy freedom of expression before an audience, in the media, and in publications, as well as to engage in other forms of activity for the benefit of the community, whereby their views and opinions do not represent the official position of the University.

If members of the academic community publicly speak on behalf of the University, with the Rector's approval, they are obliged to communicate the University's positions while respecting the University's reputation and the dignity of the profession and colleagues.

Members of the academic community holding academic titles are obliged, in all public appearances and actions, to promote humanistic values, preserve the personal and professional dignity of colleagues, and uphold the reputation of the profession and the academic community, as well as to treat interlocutors with respect.

The conduct of members of the academic community and other staff in accordance with paragraphs 1 and 2 of this article does not limit their academic freedom to criticize and propose changes to the rules.

Inappropriate behaviour within University premises and actions that damage the appearance of University spaces are prohibited.

An irresponsible attitude toward University property is unacceptable.

An irresponsible attitude, as referred to in paragraph 7 of this article, includes the destruction, theft, damage, or any other diminution of the value of University property, as well as the negligent management of University resources.

Favouring, improper influence, blackmail and coercion, bribery and corruption, and other forms of dishonest interference leading to the violation of professional criteria

and standards in performing academic duties represent the most serious breaches of the rules of academic conduct.

Social Mission

Article 27

Members of the academic community and other staff shall, in their work and activities aimed at fulfilling the mission of the University, also consider interests of the state of Montenegro by fostering reasoned debate, critique, tolerance, and a responsible and honest pursuit of the best solutions.

Members of the academic community have the right to question and criticize social values in their search for truth.

Members of the academic community holding academic titles shall represent positive academic values through their authority and personal example and to transfer these values to the broader social community.

Members of the academic community and other staff shall particularly, through their work and actions, contribute to protection of the environment.

Procedures in Case of Non-Compliance with the Code

Article 28

Members of the academic community and other staff shall report any violations of this Code whatsoever by a member of the academic community or other staff to the competent authority, in accordance with the University's regulations.

When a member of the academic community or other staff believes that they are being required to act in a manner contrary to this Code or to their personal, scientific, and intellectual beliefs or conscience, they shall inform their immediate superior and competent bodies of the University.

FINAL PROVISIONS

Termination of Validity

Article 29

On the day this Code enters into force, the Code of Ethics of the University of Montenegro (Bulletin of the University of Montenegro, No. 467/19) shall cease to be valid.

Entry into Force

Article 30

This Code shall enter into force on the eighth day following its publication in the Bulletin of the University of Montenegro.