



UNIVERSITY OF
WEST ATTICA
ΠΑΝΕΠΙΣΤΗΜΙΟ ΔΥΤΙΚΗΣ ΑΤΤΙΚΗΣ

CODE OF ETHICS AND GOOD PRACTICE

Article 1 – Purpose

The members of the academic community of the University of West Attica (UniWA) serve the advancement and dissemination of scientific knowledge and the achievement of excellence. This duty requires a high level of academic ethics and integrity. The Code of Ethics and Good Practice of the University of West Attica includes the principles and values governing all activities of the Institution and its members, so that its academic and social mission is fulfilled, and its prestige is enhanced.

Faculty members, researchers, students, and administrative staff form the academic community of UniWA, which is committed to the advancement and dissemination of knowledge at the highest level of excellence. Fulfilling this purpose requires high academic ethics and entails obligations that go beyond the basic civic duty of obeying the Constitution and the laws of the state.

Article 2 – Scope

The Code of Ethics and Good Practice:

- a) Applies without exception to all members of the UniWA academic community, including faculty of all ranks, special educational personnel (EEP), laboratory teaching staff (EDIP), technical laboratory staff (ETEP), administrative staff, seconded personnel, members of all institutional bodies, students of all levels, researchers, visiting professors and students from other institutions (e.g., through the ERASMUS program), and all individuals working at or visiting UniWA premises. All are obliged to strictly adhere to the fundamental ethical principles outlined in this Code, to any specific obligations stated within it, as well as those provided for in applicable legislation and other binding ethical codes.
- b) Covers all academic, administrative, research, and other activities conducted within or outside the premises of UniWA, as well as services and other initiatives undertaken by the university.

UniWA publishes this Code on its website for awareness by all community members and any interested party. The Ethics Committee is responsible for keeping the Code updated. This Code does not override or replace any applicable (Greek, European, or international) law or jurisdictional regulations to which UniWA is subject.

Article 3 – Core Ethical Principles

UniWA operates within the framework of the Constitution and existing legislation, adhering to widely accepted rules of scientific and research ethics, and fundamental principles aligned with its mission: democracy, academic freedom, equality, justice, respect for individual dignity, scientific opinions and others' rights, meritocracy, impartiality, respect for diversity, full transparency in decision-making and activities, and social solidarity.

Specifically, under this Code:

- a) **Academic freedom**, constitutionally protected, is the foundation of UniWA's operations, promoting free thought, critical reflection, dialogue, and creative expression across all university activities, contributing to scientific, artistic, research, teaching progress, and by extension, societal well-being.
- b) **Academic integrity and ethics** are the responsibility of the entire academic community in fulfilling the university's mission and collective goals. All university activities must be conducted with honesty, integrity, merit-based standards, duty consciousness, accountability, self-respect, respect for others, and respect for the university's assets.
- c) **Avoidance of discrimination, equal treatment, and impartiality** are both rights and obligations of all UniWA members. All activities, including external collaborations, must be free from any direct or indirect discrimination or harassment based on nationality, race, origin, language, gender, religion, age, health, physical ability, economic or social status, or sexual orientation. Members must promote and protect the physical and intellectual integrity of individuals. UniWA is a modern, inclusive academic institution. All members are committed to impartial treatment, guided by law, justice, and meritocracy, avoiding favoritism, prejudice, or bias. Any instances of discrimination, unequal treatment, or harassment must be officially reported.
- d) **Social responsibility, accountability, and transparency** are key to building trust and cooperation between UniWA and society. All members must uphold these principles, contributing to the university's development and social role.
- e) **Protection of the natural and cultural environment** is a priority in educational, research, or administrative activities. Members must develop environmental and cultural awareness and ensure the protection of biodiversity, art, and culture.
- f) **Protection of intellectual property** is a strict priority and commitment of UniWA. All members must respect intellectual property rights at institutional, national, and international levels. Plagiarism is a serious disciplinary offense, in addition to being a criminal act under current legislation.
- g) **Protection of personal data and privacy** is a top priority. As a recipient and custodian of various types of personal information, UniWA is committed to fully respecting privacy and preventing unlawful processing of personal data.
- h) **Effective functioning and development of the institution** is a primary goal. Any act, omission, or abuse of rights that hinders this goal violates this Code and undermines UniWA's reputation and growth.

Article 4 – Code of Conduct for Teaching Staff

All teaching staff at UniWA, regardless of employment type or category, are bound by the following obligations:

1. Fulfill duties in accordance with applicable laws, the university's internal regulations, and decisions of institutional bodies, with ethics, consistency, and professionalism.
2. Conduct their teaching in person and with regularity, according to department and university study regulations, and be available for in-person communication. In emergencies, they must arrange for class rescheduling and promptly inform students.
3. Perform all duties with integrity, impartiality, equal treatment, transparency, freedom of conscience, independence of judgment, and merit-based criteria, focusing solely on advancing knowledge and the public interest, while maintaining confidentiality.
4. Participate in university bodies and committees without unjustified refusal.
5. Attend or represent UniWA at official events with dignity and professionalism.
6. Use their exact academic title and the full name of their affiliated School and Department, per Senate decisions.
7. Exhibit proper conduct and academic ethics in public life, in any permitted profession or public role, including media and social media presence. Avoid unprofessional or unscientific statements that may damage their or the university's reputation, and refrain from exploiting their academic status for personal gain.
8. Not use UniWA infrastructure, IT, or facilities for private or unrelated professional purposes without official authorization.
9. Strictly respect intellectual property rights. Plagiarism by teaching staff is both a criminal offense and an act damaging to UniWA's reputation.
10. Adhere to laws on the collection, storage, and processing of personal data, respecting the privacy of community members.
11. Foster cooperative, ethical, and respectful relationships with all UniWA members, honoring academic freedom and teaching rights, and avoiding demeaning or unethical behavior.
12. Avoid any form of harassment or interference with others' duties—such actions are subject to review.
13. Communicate respectfully in person or via electronic means. All messages or posts must be signed and free from false, offensive, or defamatory content.
14. **14.** To justify their judgment in their capacity as instructors, researchers, or members of various committees, and to substantiate their positions and sources with thorough documentation.
15. **15.** Not to impose upon other members of the academic community any action, omission, or vote in a particular direction, nor to influence their judgment. They must not exploit their position or status to pursue personal goals, satisfy individual requests, or obtain preferential or exceptional treatment.
16. **16.** In their relationships with students of all study cycles, as well as with postdoctoral researchers and research associates, they must be dedicated to guidance and the transmission of knowledge, act impartially, promote meritocracy, avoid discrimination, and not appropriate the intellectual work of students or researchers. Furthermore, they must not use students or researchers for tasks unrelated to their academic status or the overarching mission of the Institution.

17. To provide students with the necessary educational material in a timely manner and to fully inform them about the evaluation process and methods.
 18. In their relations with administrative staff, mutual respect must be maintained. They should behave courteously and not demand personal favors that would hinder the smooth execution of administrative tasks.
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Article 5: Code of Ethics for Students

Students of all academic levels, including postdoctoral researchers and research associates, are bound to:

1. Abide, as members of the academic community of UniWA (University of West Attica), and for the entire duration of their affiliation, by the principles and general rules of ethics outlined in this Code, the Internal Operating Regulations of UniWA, and their academic regulations. They must also preserve their right to freedom of expression on educational and other matters and refrain from acts that disrupt the smooth functioning of UniWA.
 2. Fulfill their academic obligations with responsibility, consistency, and respect towards instructors and other members of the academic community, and refrain from any form of violence (physical, psychological, or verbal) or threats within the academic space.
 3. Use UniWA's facilities, infrastructure, and property, including its surroundings, respectfully and responsibly, in accordance with university regulations.
 4. Present their student or national identification card or other ID document during exams when requested.
 5. Uphold the principle of meritocracy and not undermine or violate the integrity of examinations through any means or methods. Impersonation in any academic process, especially in the evaluation of knowledge, skills, and competencies during examinations, is strictly prohibited and subject to legal and disciplinary action. Attempted fraud in examinations is also subject to scrutiny.
 6. Not appropriate the intellectual work of instructors, researchers, or fellow students, and must respect intellectual property rights.
 7. Actively participate in the evaluation of instructors' performance and the quality and effectiveness of educational activities and institutional structures, in accordance with university regulations, with the goal of improving their academic experience.
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Article 6: Code of Ethics for Administrative Staff

Administrative staff at UniWA are bound to:

1. Provide their services with professionalism and responsibility to support the academic mission of the Institution and fulfill its social role, during the officially designated working hours on business days. In cases of serious and urgent need for smooth service operation, they must respond even outside regular hours or on non-working days.
 2. Contribute to and comply with administrative procedures as provided by applicable laws and regulations.
 3. Use the university's facilities and infrastructure with responsibility, diligence, and respect for institutional property.
 4. Be represented in collective bodies and various university committees according to applicable legislation.
 5. Participate and contribute to institutional evaluation processes.
 6. Comply with the provisions of the Code of Ethics and Professional Conduct for Public Sector Employees (Ministry of Interior, July 2022).
 7. Demonstrate decency and integrity in public life outside the university, refrain from actions that may harm the Institution's reputation, and avoid using their position in a way that compromises the University's image.
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Article 7: Code of Ethics for Researchers

This Code applies to all research activities conducted at UniWA under the responsibility of faculty and other academic or administrative staff involved in research services.

"Researchers" include faculty members, special educational personnel (EΕΠ), laboratory teaching staff (ΕΔΙΠ), technical scientific staff (ΕΤΕΠ), emeritus professors participating in academic activities, holders of doctoral degrees, PhD candidates, holders of master's degrees or enrolled in graduate programs, as well as bachelor's degree holders from domestic or foreign institutions officially involved in a research program.

At UniWA, research is conducted based on the principle of academic freedom, aiming at the advancement of science and the generation of new, evidence-based knowledge. This must be done with respect for scientific truth, without data fabrication or manipulation, while honoring human dignity, bioethics and technoethics principles, intellectual property rights, and personal data privacy.

In funded research, it must be ensured that funding terms safeguard the researcher's academic freedom, and resources must be used solely for the intended research purposes. Safety protocols relevant to each scientific field must be followed during research activities, the natural environment must not be harmed, and the Institution's property must be protected.

UniWA seeks to balance the teaching, research, and administrative responsibilities of instructors. Research must be conducted without hindering their other academic and administrative duties, which should also be structured to allow time for research.

All research conducted must comply with the provisions of the UniWA Research Ethics and Conduct Code issued by the university's Research Ethics Committee.

Article 8: Compliance with the Code of Ethics and Good Practice of UniWA

All members of the academic community of UniWA are required to adhere to the principles and rules set forth in this Code of Ethics and Good Practice. Violations constitute a disciplinary offense, as they undermine the credibility of the Institution and are incompatible with the responsibilities of academic community members, aside from any breaches of applicable law.