



UNIVERSITY OF
THESSALY

**CODE OF ETHICAL CONDUCT AND GOOD PRACTICE
OF THE UNIVERSITY OF THESSALY**

Website

<https://www.uth.gr/panepistimio/thesmika/themata-deontologias>

August 2024



FOREWORD BY THE CHAIRMAN OF THE ETHICS COMMITTEE

The University of Thessaly (UTH), following its expansion, has become one of the largest university institutions in Greece. For this reason, apart from the promotion of science and the dissemination of knowledge at the highest possible level, UTH must be a pioneer in matters of meritocracy, impartiality and respect for rights in order to inspire in its members, but also in society as a whole, the sense of duty and selfless contribution.

The re-issuance of the Code of Ethical Conduct and Good Practice of the University of Thessaly is a step in the right direction. The establishment of moral and ethical obligations and rights according to modern academic standards will improve relations among all UTH members and at the same time will contribute to a principled cohesion of the research teams. The familiarization with and adherence to the principles of this Code by UTH members contributes on the one hand to the personal improvement of each individual and on the other hand to the promotion of quality and the enhancement of the authority of the University.

First of all, I would like to express my thanks to Professor Christina Karatzaferi for her catalytic contribution to the writing of the draft and her unwavering support until the completion of this Code, to the Associate Professor Marios Haintarlis for his pivotal remarks with the experienced eye of a lawyer, to Professor Eleni Andreou and Professor Georgios Fthenakis for their valuable suggestions and recommendations for the proper formulation of individual provisions of this Code. Finally, I would like to thank the secretary of the committee Katerina Satira, for her constant help and dedicated work. With the very active participation of all members of the Ethics Committee, we have completed the writing of a Code of principles, which I believe is fully in line with modern Hellenic and International standards.

With the elaboration of this Code, its approval by the Senate and its incorporation into the Regulations of the University of Thessaly, we believe that we contribute to the requirements of a modern University that already occupies a prominent position in the international academic arena.

The Vice Rector for Research and Innovation
and Chairman of the Ethics Committee of the University of Thessaly
Professor Ioannis Stefanidis



ETHICS COMMITTEE
RESPONSIBLE FOR DRAFTING OF
CODE OF ETHICAL CONDUCT AND GOOD PRACTICE
OF THE UNIVERSITY OF THESSALY

The Ethics Committee has drafted the following Code of Ethical Conduct and Good Practice of the University of Thessaly and consists of the following members:

Chairman

Ioannis Stefanidis Professor of the Department of Medicine of the School of Health Sciences, Vice Rector for Research and Innovation

Members

Eleni Andreou Professor of the Department of Primary Education School of Humanities and Social Sciences

Christina Karatzaferi Professor of the Department of Physical Education and Sport Science of the School of Physical Education, Sport Science and Dietetics

Georgios Fthenakis Professor of the Department of Veterinary Medicine of the School of Health Sciences

Marios Haintarlis Associate Professor of the Department of Urban Planning and Regional Development Engineering of the School of Engineering

Secretary of the Committee

Katerina Satira Administrative Staff

This code was approved by the Senate of the University of Thessaly on August 30, 2024. The final text was specially edited by the "Gender Equality and Anti-Discrimination Committee", the "Unit for Equal Access for People with Disabilities and People with Special Educational Needs" and the Personal Data Officer of UTH.
It can be found on the website of the University of Thessaly <https://www.uth.gr/panepistimio/thesmika/themata-deontologias>



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CHAPTER A: General Provisions

Article 1 Preamble

1. The University of Thessaly (UTH) is an institution of higher education, which, since its foundation and in accordance with the law, has the purpose and mission to transmit and promote scientific knowledge and at the same time to promote critical thinking and creative expression, contributing to scientific progress and social welfare.

2. In order to fulfil its mission, UTH bases all of its activities on universally accepted principles and values, such as respect for human rights and freedoms, human dignity, justice, solidarity and meritocracy.

3. The purpose of this Code is to set out these basic principles of ethics and ethical conduct, and to formulate the relevant rules that should govern the behaviour of members of the university community, both in the performance of their duties and in their relations with each other, as well as in their general societal department.

4. The community of members of UTH consists of all members of the Teaching and Research Staff (Δ.Ε.Π.), members of the Specialized Teaching Staff (Ε.Ε.Π.), Laboratory Teaching Staff (Ε.ΔΙ.Π.), Specialized Technical Laboratory Staff (Ε.Τ.Ε.Π.), all categories of teaching and research staff (including adjunct staff), students, administrative and technical staff and, generally, those who work or are employed in services provided for in UTH's Statutes.

5. A sense of moral ethos is required of all UTH members, which is linked to responsibilities that are not limited solely to compliance with current legislation. The essential characteristics of a moral ethos include respect for the rights and personality of others, honesty, integrity, fairness, impartiality and a sense of duty and contribution.

6. The contents of this Code do not in any way negate or substitute the obligations arising from the legislation in force, which the members of the UTH community must comply with.



7. All UTH members, as well as the adjunct or collaborating staff, must comply with the principles and rules of this Code, the Code of Conduct and Ethics in Research and the Code of Conduct that governs the specific professional discipline to which they belong.

Article 2

Fundamental principles

1. All activities of UTH members must be governed by respect for human beings, their biological and intellectual integrity, dignity, privacy, intellectual property as well as respect for the natural and cultural environment.

2. Each UTH member must carry out the mission they have undertaken and perform the work assigned to them with professionalism, seriousness, diligence and dedication.

3. They must avoid any form of direct or indirect discrimination or unequal treatment based on nationality, race, descent, language, gender, religion, disability, political and social beliefs, sexual orientation, gender identity, private life and economic and social status.

4. They must strictly avoid any discrimination or preferential treatment arising from family or personal relationships and any actions that compromise impartiality, objectivity and independence that may, directly or indirectly, serve a private professional, financial or family interest. They must strictly abstain from any decision-making process and avoid expressing an opinion, proposal or recommendation if any of the above ties, relationships or interests exist.

5. They must be aware that any form of harassment (physical, verbal or psychological), intimidation or victimization and any form of gender-based violence that violates sexual dignity and infringes on personal sexual freedom is morally unacceptable and must be treated with zero tolerance.

6. They must avoid any use of information or documents that come to their knowledge other than the purpose for which they were collected, without the consent of the person(s) concerned, except when requested by a judicial or investigative authority. In particular, the use of such data for personal benefit or for the benefit of a third party is



prohibited.

7. When collecting and processing personal data, they must strictly apply the provisions of the European Union's legislation, as well as the national legislation in order to achieve a high level of protection and safeguard the circulation of personal data that allow the achievement of UTH's objectives.

8. They shall not accept personal gifts, gratuities or other benefits, directly or indirectly related to the performance of their duties, in particular where the nature or value of such gifts, gratuities or benefits raises questions of bias. Otherwise, they shall declare those to the Senate, giving specific reasons for accepting them.

9. They must comply with the relevant legislation concerning the protection of the natural and cultural environment and adopt good practices promoting environmental and cultural sensitivity. Moreover, the protection of the natural and cultural environment should be an important priority in the implementation of any educational, research or administrative process, as well as in everyday university life.

10. They must comply with the relevant legislation relating to business activity and in particular not to use in any way UTH facilities for any illegal or unauthorised activity, i.e. any activity that is not in line with UTH's objectives.

11. They must ensure that safety rules are observed in every aspect of academic life. If compliance with safety regulations depends on an infrastructure/ equipment issue, they must inform the appropriate services so that any necessary measures can be taken immediately.

12. In their public life, they should demonstrate dignified demeanour befitting of a public official or a member of UTH. They should not use their position at the University in a way that could potentially harm the reputation of UTH or in order to obtain any kind of benefit for reasons inconsistent with the principles of this Code.



CHAPTER B: Rules of conduct within the academic community

Article 3 Code of conduct for teaching and research staff

1. The teaching and research staff consists of all members of the Teaching and Research Staff (Δ.Ε.Π.), Members of the Specialized Teaching Staff (Ε.Ε.Π.), Laboratory Teaching Staff (Ε.ΔΙ.Π.) Specialized Technical Laboratory Staff (Ε.Τ.Ε.Π.) all categories of teaching and research staff (including adjunct staff) who are engaged by UTH.
2. Members of the teaching and research staff must perform their duties in accordance with the law and the specific rules, regulations and procedures of UTH. At the same time, given the hierarchical structure within the university community, they shall adhere strictly to the principle of respecting the personality of lower ranking level staff.
3. They must not take advantage of their position, particularly their rank and institutional role, in any way whatsoever to dictate or impose a certain conduct, act, omission, judgment or vote.
4. In the performance of their duties, they must not abdicate their responsibilities and they should participate in the University's Governing Boards and Committees, when and as provided by law. They must also not refuse to serve in ad hoc committees without a serious impediment.
5. They must treat students with due respect and mentor them throughout their studies by conveying their scientific knowledge, experience and expertise.
6. They must refrain from any act that constitutes exploitation of their position vis-à-vis students or junior members of teaching or research staff, such as assigning work that should not be part of their duties. In particular, it is not allowed to oblige students to perform or participate in work unrelated to the objectives of the educational process and especially in work related to any private benefit of the members of the teaching and research staff.
7. They must behave with due respect towards the administrative staff. Specifically,



they should not require from administrative staff to carry out tasks out of the scope of their duties nor to assign work that satisfies their private needs. Furthermore, they should not demand work beyond working hours, unless perhaps there are emergencies related to the University services or the assigned duties of each employee. Any overtime should be registered and compensated.

8. They must not be influenced by their personal convictions in the performance of the duties that derive from their academic status. Members of the teaching and research staff and in general all employees of the Institution should not use the information and communication networks of UTH for the promotion of their personal beliefs.

9. Teaching and research staff must refrain from any act of gender-based violence and from any kind of sexual harassment, intimidating behaviour and victimization in their interpersonal relationships, as well as in their interactions with administrative staff and students. Such acts may include both face-to-face and direct acts as well as those acts carried out online, through social networks. They constitute serious violations of the rights to human freedom and dignity as they breach academic ethics, especially in cases of unequal power relationships.

10. If any member of UTH becomes aware of an incident, as described above, they must report it, so that the Complaints Handling Committee established by the University's Quality Assurance Unit (ΜΟΔΙΠ) for the handling of cases of intimidation, harassment and victimization can act upon it.

11. Any interpersonal relationships between members of UTH must not affect their duties nor create conditions of exploitation and/or prejudice, whether favouritism or discrimination.

Article 4

Code of conduct for students. Use of infrastructure

1. Students at the undergraduate, postgraduate, doctoral and post-doctoral levels (hereinafter students) acquire their student (or fellow) status upon enrolment and become equal members of the academic community.



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2. Students have the obligation to demonstrate consistency and responsibility in all activities related to their status as well as during their collaboration with other members of UTH. In addition, they should diligently adhere to all requirements of their department's study guide (including their integration into platforms and use of course materials).
 3. Students should communicate in person with the teaching and administrative staff of the University, by telephone or electronically. Parents, guardians or other persons shall not address the teaching or administrative staff on behalf of the student, except in cases when another representative has been legally appointed for the student.
 4. Students, in any form of communication, written or oral, must support their opinions in a dignified manner without instigating controversy or using disparaging remarks, but instead they should express themselves with prudence and seriousness.
 5. They must refrain from inciting, participating in or supporting acts of violence including verbal violence as well as hate speech, either verbally or in writing (electronic or online). Especially when browsing the internet, they must refrain from using, copying, voluntarily accepting or transmitting audio-visual material that offends the dignity of another person, and in particular of another UTH member.
 6. They must refrain from any act that constitutes gender-based violence of any kind, sexual harassment, intimidating behaviour and victimization, especially in cases of unequal power relationships.
 7. They must avoid the use of social media unless it is related to the educational process (including during the examination process) and is also authorized by their instructors.
 8. They must refrain from actions that hinder the proper functioning of the governing boards, committees and services of UTH, the educational processes or actions that limit academic freedom such as the right to freedom of speech and circulation of ideas.
 9. They must behave with decency in every aspect of their lives, avoiding behaviour that is inappropriate for an academic institution and that may compromise the prestige of UTH in society at large. Especially during the graduation ceremony, the graduates as well as attendees, must behave accordingly in a way that suggests they understand the



importance and seriousness of the conferment process.

10. Students who ask for the contribution of people non-related to the University during the educational process must show respect and observe the rules of confidentiality and protection of private life.

11. Especially the students of Medicine and the School of Health Sciences, who, in the context of their educational process, meet persons from vulnerable groups, patients or their companions, have the obligation to show respect, demonstrate empathy and observe the rules of personal and medical confidentiality.

12. All UTH members, including students, must protect the buildings, premises, facilities and equipment of the University, ensure that they are kept clean, avoid any littering or noise pollution, and observe the safety rules, by refraining from any action that may cause damage to UTH infrastructure and property.

13. They must not use the buildings, premises and facilities of UTH for acts that slur the prestige, image or good reputation of the University.

14. It is prohibited to use UTH premises, whether open or internal spaces, any infrastructure or equipment, including the Student Dormitories, without appropriate authorisation, or to use such facilities for purposes incompatible with the mission of the University or to facilitate the performance of incompatible activities by third parties or other individuals.

15. The laboratory infrastructure (computers, logistics, equipment) must be used by the students exclusively for UTH work. It is the responsibility of students who use the laboratories to behave respectfully and responsibly, and to report any damage or destruction of the infrastructure to the competent authorities.

16. For the safe management of laboratory infrastructure, student compliance with the following is necessary:

a. It is not allowed to utilize UTH laboratories, information technologies and resources for illegal activities and gambling.

b. UTH premises and laboratory facilities shall not be used for personal gain or for



work incompatible with the role of the members of the academic community.

c. Access to UTH computers is not allowed without prior permission and authorization.

d. The offices for doctoral and master's students must be used exclusively for conducting research or teaching.

Article 5

Code of conduct for Administrative and Technical Staff

1. The Administrative and Technical staff must contribute with their values and behaviour to maintaining the prestige of UTH. They must behave with courtesy, respect, responsibility and fairness towards their colleagues, their supervisors and all UTH members.

2. They must fulfil their assigned duties in an impartial manner, in accordance with the provisions of the applicable legislation, unaffected by selfish interests or any pressure to behave unethically.

3. They must make every possible effort to fulfil the goals and mission of UTH, as well as to support, in their administrative capacity, the teaching staff for the best possible provision of knowledge and skills to students.

4. They must treat students and graduates with courtesy and provide them with timely information about the procedures that concern them according to schedule.

5. They must process the cases assigned to them within a reasonable time frame, according to the relevant provisions of the Code of Administrative Procedure.

6. They must provide clear, complete and valid information about the cases they handle and not invoke unsubstantiated reasons for the inability or delay in processing them.

7. They must use all UTH facilities and property with responsibility and respect. The reckless use of UTH technical equipment as well as available digital tools is prohibited, especially for any unauthorized action, i.e. an action that is not consistent with the objectives of the university.



8. They must not exploit an office or position they hold within or out of UTH in a malicious or abusive manner nor should they abuse leaves of absence, especially in a way that may cause dysfunction in UTH.

9. They shall ensure the continuous acquisition of knowledge and skills required for the effective performance of their duties.

10. They should be represented in the collective bodies and committees of UTH, through their legally designated representatives, who in turn must clearly express the opinion of the represented without expressing personal beliefs.

11. They must report any incident of gender-based violence, harassment, intimidation and victimization that comes to their attention, so that it is taken up by the Complaints Handling Committee that was set up by the Quality Assurance Unit (ΜΟ.ΔΙ.Π) of UTH for the management of such cases.

12. Supervisors, regardless of their level of responsibility, must respect the people they manage, support and motivate them, so that all of them can contribute to the achievement of the goals of UTH.

13. The Technical staff bears full responsibility for the timely renewal of the certificates, which legitimize on their part, the execution of technical work at a certain level. They must also immediately inform the Supervisors of any delay in the renewal of such certification.

14. Finally, all Administrative and Technical staff, while performing their duties, they must observe not only the principles and rules of this Code, but the Code of Administrative Procedure and the rules of the Code that governs the conduct of Public Servants as well.

Article 6

Teaching and examinations

1. Students are responsible to stay informed about the prerequisites and obligations of class attendance, ensuring that their attendance is registered and securing their eligibility to participate in the examinations as specified in the approved study guides.



They must familiarize themselves with the synchronous and asynchronous learning tools (e.g. e-class, MS Teams, e-secretariat, library repositories etc.) provided by the University. It is impermissible for students not to fulfil in person their mandatory class attendance or not to attend in person any testing procedure designed to assess students' knowledge and skills.

2. An important part of the learning process is the assessment of academic performance, which can only be effective in conditions of reliability, meritocracy and justice that ensure the fair treatment of students. In this context, students must refrain from any copying, forgery or impersonation, during the preparation of academic assignments and also during exams, as well as refrain from altering their scores post-examination. In particular, students are not allowed to:

- a. Attempt to obtain or possess a part of or the whole copy of an examination transcript before it is officially distributed to students for answering.
- b. Use class notes, textbooks, mobile phones or any other means of information retrieval during an examination, unless express permission has been given.
- c. Obtain or exchange information during an examination.
- d. Collude with others or use technological equipment to carry out one or more of the above violations.
- e. Alter or attempt to alter their score, by any means or manner, after the examination.
- f. Refuse to comply with presenting their student ID or any other relevant document, as the case may be. Students may only participate in the examinations by presenting appropriate credentials.

3. Respect for intellectual property and scientific truth prohibits the appropriation of work carried out by others. Therefore, students must refrain from any practice that constitutes plagiarism. In particular, it is impermissible for a student to:

- a. Use quoted text from other people's work for which the editor-author is not explicitly mentioned and its origin (source) is not cited. Verbatim quotations should



be clearly discernible by using quotation marks.

b. Copy from any type of electronic means, since the use of the material obtained from the internet is also regulated by copyright rules. There is an obligation to cite the author and the website used in the bibliography and to report the date of access.

c. Paraphrase, i.e. to use slightly modified statements by other scholars (e.g. by changing the order of the terms of a sentence or replacing words), so as to give the false impression that the text is the product of personal work. In this case there must be references to the study used and these references must be explicit.

d. Appropriate another author's ideas. When using another author's ideas, this should be explicitly stated ("I follow XY's ideas by adapting them to my text").

e. Use artificial intelligence (such as language models for example) to write part or the whole of the text of student papers to be assessed. Any use of artificial intelligence for data processing, if permitted by the professors, should be explicitly stated.

4. Students are not allowed to work together to complete a written assignment that should be taken independently. It is also prohibited to outsource the completion of such an assignment, whether with or without remuneration. Therefore, advertising the provision of the above services and their promotion in any way and by any means is prohibited.

5. In the event that, throughout the conducting of the research, a student has been assisted by third parties (other than their host academic professor), such contributions should be explicitly mentioned in the corresponding paper.

6. Double submission of work by a student, i.e. submission of the same paper (even of a small part of it) in order to address the obligations of another course or degree is prohibited.

7. Students are prohibited from producing academic work on behalf of other students, whether with or without remuneration.

8. It is ethically and statutorily unacceptable for students to exert pressure, individually



or collectively, on faculty & teaching staff regarding their assessment in general and in particular regarding favourable treatment in terms of summative assessment and/or duration of studies for degree completion. In case a student considers that the assessment by the faculty or teaching staff repeatedly does not correspond to their performance, then this student can make use of alternative assessment procedures provided by article 65 of Law 4957/2022 (A' 141).

9. Students should cooperate with the professors/supervisors in efforts to capitalize on original work prepared in the context of their educational obligations and/or within the context of a funded program in which they were engaged, if allowed by the funding rules. Professors and students commit to recognise by name any collaborating member of the research team who may have contributed substantially.

10. Students with disabilities and/or special educational needs must apply the adjustments proposed in their Individual Needs and Support Plan, which is drawn up by the "Accessibility Centre for Individuals with disabilities of the University of Thessaly". In case that the accessibility needs of a student with a disability and/or special educational needs do change, they must inform the "Accessibility Centre for Individuals with disabilities of the University of Thessaly".

11. During teaching and also during examinations, members of the teaching and/or research staff must act politely, avoiding any behaviour that might offend the personality of the students.

12. The members of the teaching and/or research staff must uphold their obligations consistently and fulfil them in person. They are, in principle, prohibited from assigning the teaching task entrusted to them to third parties. This may be done only for special reasons and following a decision by the competent body of the Department, i.e. the body which originally assigned the member concerned to the above-mentioned teaching task.

13. Members of the teaching and/or research staff must strictly observe the time of arrival and departure from their class and, in general, they should adhere to their attendance hours, in accordance with the applicable regulations.



14. Any absence of members of the teaching and/or research staff from their courses due to force majeure must be declared and communicated as soon as possible and in an appropriate way so that all concerned parties are informed.

15. Members of the teaching and/or research staff must inform students of their contact hours during which they should be available to discuss academic studies or academic life matters.

16. A module's written examinations are conducted under the responsibility of the module leader who is assisted by invigilators, i.e. members of a Department's academic staff, PhD candidates and, if necessary, postgraduate students of each Department. To ensure the smooth conduct of the exams, the invigilators have the right to ask for a student's identity information and take any action that ensures equitable treatment of the examinees.

17. In the case of students with disabilities and/or special educational needs, the Individual Needs and Support Plan is sent by the Accessibility Center for individuals with disabilities of the University of Thessaly and is adhered to for each student every semester (article 5 par.2c of the internal regulation of the Accessibility Center for individuals with disabilities).

18. Where oral examinations are conducted, they must be conducted in transparent conditions, i.e. at a date and time announced well in advance, in the presence of at least two students to be examined or, in the absence of a second student, in the presence of another member of the academic staff.

19. Teaching staff shall assign students their grades in an impartial and transparent manner. The examination results are announced in the period defined by the Department, in a timely manner, so that the announcement does not impede the students' choices and continuation of studies.

20. Members of teaching and/or research staff must provide feedback to students on their exam performance when requested. This process can be carried out by any appropriate means.



CHAPTER C: Rules of ethical conduct in research

Article 7 Principles of research

The Rules of Ethics and Ethical Conduct in Research at the University of Thessaly are included in the "Code of Ethics and Conduct of Research" which has been drawn up in the context of the operation of the Special Account for Research Funds (EAKE) of the University of Thessaly and constitutes, with its amendments and additions, an inherent part of this Code.

Each academic Department maintains a three-member Internal Research Ethics and Conduct Committee (as per Senate decisions 6/09-10-2018 and 53/23-10-2019), which deals with issues of regulation, the maintenance of confidentiality, respect for personal data and other rules of ethics and ethical conduct with their main objective being the mandatory evaluation of research protocols for undergraduate, postgraduate and doctoral theses. They also evaluate postdoctoral research proposals as long as they do not fall under the jurisdiction of the Research Ethics Committee (ΕΗΔΕ).

Article 8 Intellectual Rights and publications

1. Reproduction in any form (printed, electronic, photographic, etc.) of the whole or part of intellectual work, as well as its translation, alteration, adaptation or imitation, is not allowed without permission by its author.

2. The above prohibition excludes the reproduction of a whole body of work or its excerpts, as long as it is done exclusively for teaching or examination purposes and does not impede standard exploitation rights. In any case, the reproduction of a whole body of an intellectual work or its excerpt must be accompanied by the citation of the source and the name of the creator.

3. In the case of work that is the result of the actual creative contribution of several persons, these persons must all be listed as co-creators of this work. Every creator or



co-creator of a work is entitled and is required to be mentioned and recognized as such, in order to enjoy the intellectual and property rights derived from it. The omission of this recognition is prohibited. It is also prohibited to include a person as a creator or co-creator in a body of work to which they did not individually contribute.

4. In case that a publication is the result of work that was funded under a contract with a public or private body, particular care must be taken to comply with any contractual obligations which may restrict the property and ethical rights of the authors. The exploitation of the property rights (as arising from industrial or intellectual rights) by the creator or inventor may be subject to restrictions, in particular for work produced using the facilities or with funding by UTH.

5. Bachelor and masters' dissertations, doctoral theses as well as post-doctoral papers are original works of undergraduate and master's students, PhD candidates and post-doctoral researchers, who submit them for evaluation to the competent UTH committee, verifying their authenticity by signature, and that are deposited to the Central UTH Library, according to its regulations. The solemn statement of authenticity is recommended to contain a relevant statement of intellectual rights and a research data management statement by the author.

6. The approval of bachelor and master's dissertations, doctoral theses and post-doctoral research outputs by the relevant bodies of the UTH, does not constitute an approval of the views of the authors. UTH can make use of these works for educational and research purposes, as long as the source and the creators of the work are cited.

7. In order to regulate the intellectual rights of research projects developed at UTH, upon starting a project, clear contracts or memoranda of understanding must be signed between UTH or the project's funding entity, the scientific team responsible for the project and all members of the research team.

8. Any person officially or unofficially acquiring knowledge of a project's progress or end product, before the project's completion and formal communication of results, must observe strict confidentiality and refrain from actions aimed at exploiting that research knowledge or product for their own or a third person's private benefit.



9. Plagiarism or any direct violation of the obligations arising from the legal provisions regarding intellectual property is not allowed; especially if encountered in academic works by members of the UTH, which by definition would appear as original works, such as diploma, master's, doctorate, etc. dissertations or theses.

10. In order to avoid phenomena such as plagiarism, in accordance with the provisions of the European Charter for Researchers (HRS4R) and in connection with the professional responsibility of the faculty and teaching staff, the University provides all of its academic staff with the capability for examining diploma, postgraduate, doctoral etc. dissertations and theses submitted by students for authenticity, using appropriate software (for example, "Turnitin").

Article 9

Personal data protection

1. During the collection and processing of personal data, UTH must comply with the national legislation (Law 4624/2019 and Law 3471/2006 on the protection of personal data and privacy in the field of electronic communications, as amended and in force) and the EU General Data Protection Regulation 679/2016 (hereinafter GDPR), taking into account the guidelines, opinions and decisions of the Hellenic Data Protection Authority (HDPa).

2. UTH processes personal data to achieve its goals, as it defines them, but always in accordance with the provisions of the GDPR for the protection of the private life and personality of the persons concerned.

3. UTH and its members must apply the appropriate technical and organizational measures in order to ensure and demonstrate that the collection and processing of data is done in accordance with the provisions of the GDPR. Appropriate measures include, indicatively, the use of pseudonyms, codification or other methods that block the identification of participants, to the extent that identification is not necessary for the purposes of the specific processing, as well as block access by non-authorized persons.

4. Personal data information shall not be disseminated nor shared with third parties or



entities by any means (print or electronic), unless GDPR conditions are met. In such a case, the transmission is carried out by always taking the appropriate security measures and guarantees. Therefore, for security reasons, data storage and processing systems need to be upgraded with current technology to ensure their integrity, accessibility and confidentiality.

5. UTH ensures that personal data processing, according to the provisions of the GDPR, does not violate personal rights and individuals can exercise their rights within the respective legal deadlines. In order for individuals to achieve that, communication with the Personal Data Protection Officer at UTH can be done via mail (dpo@uth.gr), based at Argonafton and Filellinon Streets, P.C. 38221 Volos, mentioning "To the attention of Personal Data Protection Officer" with a description of the request.

6. UTH shall notify the Hellenic Data Protection Authority of any personal data breach in accordance with the provisions of the GDPR.

7. UTH has appointed a Data Protection Officer, who is available for personal data protection issues.

Article 10

Service provision to third parties. Conflicts of interest

1. The members of the Teaching and Research Staff (Δ.Ε.Π.) may provide paid consultation services to third parties or bodies (individuals and organisations of any kind) according to their specialized knowledge and experience, with the aim of disseminating knowledge and positively reinforcing society at large. Any provision of consultation services shall be in accordance with the rules and conditions set by UTH's competent bodies.

2. University laboratories may provide services for a fee to third parties or bodies (individuals and organisations of any kind) in accordance with article 46 of Law 4957/2022. Educational and research activities must not be hindered or impeded by the provision of services to third parties or bodies whether by faculty members or by University laboratories. The service provided should in no way tarnish the prestige of



the University; it must also be of scientific interest and promote science and research in practice, while profit should not be its sole purpose. For every service provided, the proper application procedure must always be followed and the relevant approval must precede each service to be provided.

3. Where personal data is collected and processed in the course of the provision of a service, such as carrying out specialized studies, tests/ controls, measurements, laboratory tests, analyses, the provision of opinions or any other related work, the members of the laboratory providing the service shall strictly observe the provisions of Article 9 of the current Code, whether before, during or after the provision of the services.

4. Members of a laboratory must ensure the security of the systems that process and store personal data.

5. Every UTH member must refrain from any action or procedure that constitutes participation in decision making or formulating an opinion or a proposal if a conflict of interest may arise. A conflict of interest arises when a UTH member has a private or self-interest (financial, family or professional) that may affect the impartial and objective performance of their duties.



CHAPTER D: Ethics Committee

Article 11

Constitution and responsibilities of the Ethics Committee

1. The Ethics Committee of the University of Thessaly is constituted by decision of the Board of Directors in accordance with article 217 of Law 4957/2022. It consists of four (4) faculty members, who, if possible, hail from different University Schools, and one of the Vice Rectors, as Chairperson. The term of office for the Committee is two years.
2. UTH's Ethics Committee shall have, in particular, the following responsibilities:
 - a. To draw up a "Code of Ethical Conduct and Good Practice" for academic, administrative and research issues, to be approved by the Senate and to be incorporated into the Internal Regulations of the University:
 - b. To ensure the observance and application of the rules of ethical conduct by all members of the Institution and detect violations of the rules of ethical conduct.
 - c. To prepare an annual report on the observance and implementation of the rules of ethical conduct or on the need to revise the rules of ethics, which is submitted to the Rector and is communicated to the Senate at the beginning of each academic year.
 - d. To examine, ex officio or after receiving a written complaint, grievances from students, members of the Teaching and Research Staff (Δ.Ε.Π.), members of the Specialized Teaching Staff (Ε.Ε.Π.), Laboratory Teaching Staff (Ε.ΔΙ.Π.), Specialized Technical Laboratory Staff (Ε.Τ.Ε.Π.), researchers, visiting professors and administrative staff on matters within its remit, in order to establish a violation of ethical rules of conduct or investigates relevant cases by order of the Rector. If a violation of the ethical rules of conduct is ascertained or if an investigation reveals the commission of a disciplinary misconduct, the relevant findings are sent to the Rector, so that he/ she can evaluate the incident and take appropriate legal actions.
 - e. To draft, in collaboration with the Student Advocate, in accordance to article 130



of Law 4957/2022, the "Conflict of Interest Regulations and Protocols for Dealing with Cases of Fraud and Corruption", which is approved by the Board of Directors and incorporated into the Internal Regulations of the Institution (article 87 of Law 5094/2024).

3. The Internal Regulations of the University of Thessaly regulate any other issue related to the constitution and operation of the Ethics Committee.

Article 12

Drafting of the code of ethical conduct and good practice

1. This code is drawn up by the Ethics Committee, is valid after its approval by the Senate and is incorporated into the Internal Regulations of UTH in accordance with article 217 of Law 4957/2022.

2. The draft of the Code of Ethical Conduct is drawn up by the Ethics Committee by taking into account the applicable provisions of the law, good practices for the operation of national and foreign Universities, as well as the other operating conditions of UTH.

Article 13

Review of code of ethical conduct and good practice

The Ethics Committee may recommend the revision of the Code of Ethical Conduct to the Rector, with communication to the Senate of UTH. This proposal, together with the annual report, is submitted at the beginning of each academic year in accordance with the relevant provisions of the law. A proposal for amendment may be submitted at another time point with prior notification of the Rector and as long as he/ she does not raise any objections.

Article 14

Compliance process and examination of suspected violations

1. Compliance with the terms of this Code is an independent obligation and sole responsibility of each UTH member.

2. UTH services and in particular the Personnel Office and the Secretariats of the



Departments and Schools, must apply such procedures so that the members of UTH become aware of the Code and certify in writing that they will act in accordance with its terms and provisions. They must also inform the Ethics Committee of compliance with these procedures.

3. The members of UTH are invited to alert the committee about all cases of suspected violations of this Code that may come to their attention, so that the Ethics Committee can take action, where necessary.

4. The Ethics Committee proceeds to examine suspected violations of the provisions of the Code of Ethical Conduct ex officio, upon gaining knowledge of a suspected violation, following a written report or complaint by a UTH member or/and by order of the Rector.

5. The Ethics Committee shall decide on whether or not this Code has been violated and then would draft a relevant conclusion which it would forward to the Rector to take any legal actions.

6. The Ethics Committee does not act as a disciplinary body and does not have the power to impose disciplinary sanctions. Should it find that the case to be examined falls under the competence of another body, it shall refer it to the relevant body.

7. The Ethics Committee shall conclude on cases, regarding the finding of violations or not, as long as all its members are present at the relevant meeting. Decisions on issues related to the above cases are taken if two thirds (2/3) of the members present agree.

8. The members of the Ethics Committee shall observe confidentiality, secrecy and privacy in accordance with the law, regarding the submitted reports, complaints and updates of this article, and all kinds of information that comes to their knowledge in relation to them, during the examination of a case.



Article 15

Non-retaliation policy

1. UTH members have the right to submit documentation containing a report, complaint or grievance to the Ethics Committee, in which they describe the suspected violation of the Code, the time and place of its occurrence, as well as any witnesses or other evidence related to it, in order to help the committee in its work.

2. The University Authorities and the members of UTH bodies undertake the responsibility to protect and not take any negative action against a UTH member who lodges a complaint, report or grievance, or who participates or assists in the investigation of the possible violation of this Code, even if it is suspected that their claims or the information they have provided may be deliberately false. In the event of a false complaint being established following an investigation, the Ethics Committee may act ex officio, always in accordance with the code's provisions.

3. The University Authorities and the members of UTH bodies are committed to maintaining confidentiality regarding the incidents, events and information that come to their attention, based on complaints made for violation of this Code, so that all UTH members may have confidence that their problem will be handled with discretion and responsibility by UTH.

Article 16

Entry into force

This Code shall take effect on the date of its publication in the Official Government Gazette.



Annex 1: References

In this Code, reference is made to the following sources:

- Intimidation, Harassment and Victimization Management Procedure Quality Assurance Unit (QAU)
- Code of Conduct and Professional Behaviour for Public Servants
- Equal Access Unit for Persons with Disabilities and special educational needs, University of Thessaly
- Code of Ethics and Conduct of Research of the UTH
- European Code of Conduct for research integrity
ALLEA ALL European Academies REVISED VERSION
- General Data Protection Regulation (GDPR)
- Personal Data (GDPR and University of Thessaly)
- Institutional Action Plan for Gender Equality
- Internal Regulations of the University of Thessaly
- Code of Administrative Procedure - Law 2690/1999