

UNIVERSITY OF RIJEKA
FACULTY OF DENTAL MEDICINE

CODE OF ETHICS

June 2026

Pursuant to Article 21, paragraph 6 of the Statute of the University of Rijeka (CLASS: 030-01/25-01/07, REG. NO.: 2170-137-01-25-1 dated 28 March 2025), and Article 21, paragraph 1 of the Regulations of the Faculty of Dental Medicine, University of Rijeka (CLASS: 030-01/23-01/2, REG. NO.: 2170-137-006-01-23-1 dated 14 December 2023), the Faculty Council, at its 82nd session held on 18 June 2026, adopts the

CODE OF ETHICS OF THE FACULTY OF DENTAL MEDICINE, UNIVERSITY OF RIJEKA

1. GENERAL PROVISIONS AND DEFINITIONS OF TERMS

Article 1

- (1) The Code of Ethics of the Faculty of Dental Medicine, University of Rijeka (hereinafter referred to as: the Code of Ethics) is a set of ethical principles required for the successful operation of the Faculty of Dental Medicine, University of Rijeka (hereinafter referred to as: the Faculty), and it has been drawn up in accordance with the Code of Ethics of the University of Rijeka and other legal acts, as well as based on good practices that reflect ethical and deontological standards.
- (2) The Code of Ethics establishes the ethical and moral principles governing the professional conduct of Faculty employees and students, as well as of persons who are not employed by the Faculty, but are involved in its work and activities.

Article 2

The terms used in this Code of Ethics shall have the following meanings:

- An employee is any natural person employed by the Faculty, as well as persons who are holders of honorary titles and were previously employed by the Faculty, and have a contractual relationship with the Faculty.
- Teachers are persons who teach at the Faculty, regardless of their academic, teaching, associate, or professional title, and of the type and duration of the contract under which they teach.
- Non-teaching staff includes all persons employed by the Faculty, who perform administrative, accounting, financial, IT, technical, and similar tasks.
- A student is a person enrolled in an integrated undergraduate and graduate university study program, undergraduate university study program, or professional undergraduate study program. A person participating in a lifelong learning program (classes, seminars, workshops, courses, or other forms of education) shall also be considered a student.

- The Faculty community includes Faculty employees, teaching staff, non-teaching staff, and students.
- The University community of the University of Rijeka includes all students, teachers, persons engaged in scientific and/or artistic work, persons who participate in the implementation of scientific, artistic and/or teaching programs, and who work within the joint and support services, regardless of the type and duration of the contract governing their rights and obligations.
- The academic community includes teachers, scientists, associates, students, and other internal and external stakeholders involved in the system of higher education and science.

Article 3

(1) If any of the terms used in this Code of Ethics refers to natural persons, all terms expressed in the masculine gender shall apply equally to persons of the feminine gender, and vice versa (member, teacher, student, subject, etc.).

(2) Where necessary, the provisions of the Code of Ethics of the University of Rijeka, as well as other relevant acts that include ethical and deontological standards, shall apply in addition to the provisions of this Code of Ethics.

2. FUNDAMENTAL PRINCIPLES

2.1. Human Rights, Respect for Personal Integrity and Dignity

Article 4

(1) The Faculty shall ensure that every member of the Faculty community enjoys all human rights applicable within the University community, as well as other rights guaranteed by the Constitution and laws of the Republic of Croatia.

(2) All members of the Faculty community shall be treated with respect as individuals, in accordance with their guaranteed rights arising from respect for their life, integrity, and dignity.

Article 5

All members of the Faculty community shall have the right to academic freedom in performing their activities at the Faculty.

Article 6

All members of the Faculty community shall have responsibility towards other members with regards to conscientious, professional, fair, honest, and impartial conduct, but also with regards to efforts to promote higher standards of excellence in all domains for the benefit of the Faculty community as a whole.

2.2. Equality and Fairness

Article 7

- (1) Every member of the Faculty community shall act in accordance with the principles of equality and fairness, in a manner that precludes any form of discrimination, abuse, harassment, or exploitation. The Faculty shall ensure the conditions necessary to uphold the principles of equality and fairness.
- (2) Members of the Faculty community shall not abuse their authority or allow that personal interests and relations result in situations that may interfere with the ability to exercise objective judgment and to conduct in an ethical and professional manner.
- (3) Members of the Faculty community shall be provided with equal conditions for fulfilling professional obligations, demonstrating intellectual abilities, and advancing professionally.

2.3. Academic Freedom

Article 8

- (1) Academic freedom is a fundamental prerequisite for, and a defining feature of, teaching, scientific research, and their funding.
- (2) In conducting research, members of the Faculty community shall be guided by the principle of freedom of research, and shall exercise their traditional right to question and criticize social values and structures in the spirit of responsible and honest pursuit of truth, and the acquisition and dissemination of knowledge. Any attempt to restrict, limit, or deny this freedom shall be unacceptable.
- (3) The Faculty supports the freedom of thought and expression as the fundamental value in all segments of life and work at the Faculty.

2.4. Professional Conduct

Article 9

- (1) Members of the Faculty community shall fulfill all their obligations towards students, colleagues, and other Faculty employees, as well as towards the institution as a whole, in a responsible, conscientious, professional, and ethically impeccable manner, and shall perform their activities in accordance with the principles of conscientiousness, objectivity, impartiality, prudence, courtesy, and tolerance.
- (2) In the performance of their professional duties, teaching and non-teaching staff, as well as external associates, shall adhere to the rules of their profession, apply contemporary methods of scientific research and teaching, and maintain high professional standards and a high level of knowledge.
- (3) Members of the Faculty community shall uphold the standards of professional competence and excellence and shall, accordingly, have the right to continuing professional development within their chosen professional field, as well as the right to make professional and ethical judgments

based on the available facts, excluding any prejudice of any kind.

(4) All members of the Faculty community shall maintain and promote collaboration in professional relationships, use available resources in an efficient manner, and strive to advance science, promote the benefit of the University community, and minimize losses whenever possible. All members of the Faculty community shall act in pursuit of common goals and engage in activities outside the Faculty that neither conflict with nor adversely affect their professional duties or the reputation of the Faculty and University of Rijeka.

(5) Both verbal and non-verbal communication of members of the Faculty community shall be in accordance with their duties and role within the community.

(6) Members of the Faculty community shall conduct themselves towards one another with courtesy, consideration, and respect, treat all members equally, and adhere to high standards of communication.

2.5. Compliance with Laws and Legal Procedures

Article 10

All members of the Faculty community shall comply with all legal regulations and procedures related to their duties as members of the University community. The Faculty shall ensure the conditions necessary to familiarize members of the Faculty community with all relevant rules concerning their obligations.

3. UNACCEPTABLE CONDUCT AT THE FACULTY

3.1. Disrespect for Dignity and Integrity, Discrimination

Article 11

All forms of direct and indirect discrimination based on race, skin color, religion, ethnicity, nationality, age, marital status, sex, sexual orientation, social and economic status, political affiliation or any other diversity shall be unacceptable.

Article 12

The sole criteria for evaluation and advancement shall be professional competence, ability, professional merit, qualifications, and results achieved in the performance of certain types of activities, duties, and tasks.

3.2. Harassment

Article 13

- (1) Any form of harassment between the members of the Faculty community shall be prohibited.
- (2) Harassment shall mean any inappropriate conduct towards another person that is intended to, or has the effect of, violating that person's dignity, interfering with the performance of their duties, or diminishing their quality of life.
- (3) Harassment shall particularly mean any act, isolated or repeated, verbal, non-verbal or physical, that creates or contributes to the creation of unpleasant and hostile working and educational environment, or an act that intimidates, insults, or humiliates another person.

3.3. Sexual Harassment

Article 14

- (1) Any form of sexual harassment shall be unacceptable.
- (2) Sexual harassment constitutes a specific form of harassment, characterized by the absence of consent or refusal by the other person, and includes repeated and unwanted verbal and physical advances of a sexual nature towards another person, physical assault, repeated and unwanted sexually oriented jokes and comments, including reference to sex and sexual orientation, sexually oriented mockery and ridicule, presentation of sexually offensive and disturbing material, and soliciting sexual favors in exchange for a particular act or omission by a person in a position of authority.
- (3) Every person shall have the right to report harassment by a member of the Faculty community.

3.4. Principles of Objectivity and Impartiality

Article 15

- (1) All members of the Faculty community shall be objective, and shall not allow any form of prejudice to affect their objective judgment in academic, research, administrative, business, and management activities.
- (2) Every person shall act objectively and impartially during the performance of teaching, scientific, professional, advisory, administrative, and management activities, as well as during the fulfillment of other obligations.
- (3) Evaluation of professional activities and competence of every member of the Faculty community shall not be based on criteria irrelevant to the professional activities or obligations concerned. Personal characteristics of an individual shall not affect decision-making or conduct, unless such characteristics are prescribed by law or regulation as a condition for exercising a particular right.

(4) A member of the Faculty community shall refrain from participating in decisions concerning the rights, obligations, or legal interests of a person with whom this member has a family or other personal relationship that could call the member's impartiality into question.

(5) Teachers shall evaluate the students' fulfillment of obligations fairly and impartially, based on objective criteria.

4. PROFESSIONAL DUTIES

4.1. Principles of Teaching

Article 16

All persons teaching at the Faculty shall have the following duties:

- Aim to acquire and impart a high level of scientific and expert knowledge related to the course that they teach;
- Ensure the accuracy, precision, and representativeness of the course contents, and an adequate position of the course within the study program;
- Aim to ensure that students achieve the course objectives as effectively as possible;
- Ensure equal opportunities for students to advance their knowledge and achieve equal progress;
- Cover all subject matters in an open, fair, and positive manner, especially those subject matters that students may deem particularly sensitive for any reason;
- Contribute to the intellectual development of students within the field of study, and refrain from any activities that could interfere with such development;
- Ensure valid, open, fair, objective, and timely evaluation of students' work;
- Ensure transparency and public nature of examinations, as well as objectivity in grading;
- Respect the dignity of colleagues and collaborate with them to promote students' progress;
- Respect educational objectives, strategies, and standards of the institution where they teach to promote students' progress;
- Refrain from imposing any additional conditions for access to examinations beyond those set out in the provisions of the study program and course syllabus, especially from imposing conditions that enable the teacher to obtain personal financial or other benefits;
- Take students' opinions and assessments of their teaching competence into consideration to improve the quality of the teaching process;
- Provide intellectual support to students and undertake student mentoring responsibilities in accordance with academic standards.

4.1.1. Unacceptable Conduct in Class

Article 17

(1) Students shall refrain from cheating, regardless of the method used to evaluate their work.

(2) Cheating shall mean the prohibited receipt and provision of any form of assistance, the purpose of which is to improperly influence the fairness of grading during examinations and other forms of

evaluation of work and results achieved by members of the Faculty community, regardless of the method and the technology used.

(3) Members of the Faculty community shall not promote, enable, or allow cheating.

(4) If a student falsely identifies themselves, forges signatures or any other entries in official records (in paper and/or electronic form), for which the student is not authorized, such act shall be considered a serious violation of the principles of ethical conduct.

(5) If members of the Faculty community teach classes or conduct practical sessions involving children, they shall treat children in accordance with the applicable standards and respect their rights. It shall be unacceptable to claim children's work as one's own (drawings, essays, etc.) or use it outside the scope of regular syllabus without proper notice to parents and explicit consent of the child and parents or legal guardian.

(6) Dental and medical records of patients (examination results and reports, photos, impressions, health records, etc.) to which students and teachers have access in the course of teaching, scientific or professional activities at the Faculty shall not be used in a manner that harms the interests of the patient and/or discloses the patient's identity, unless the patient has provided their explicit written consent, which may be obtained only by the teacher. Making comments about individual patients outside the Faculty's premises (in person, by electronic means, or on social media), using data that may disclose the patient's identity, shall not be allowed.

(7) When communicating on social media, all members of the Faculty community shall adhere to the highest standards of e-professionalism, while safeguarding the reputation of the Faculty, as well as of the Faculty, University, and academic community.

(8) The use of mobile phones or other devices for the purpose of recording classes (lectures, seminars, practical sessions, etc.) shall be allowed only with permission of the person teaching these classes.

4.2. Ethics of Scientific Research

4.2.1. Scientific Research and Professional Work Involving Humans and Animals

Article 18

(1) Research that may result in unreasonable risks or avoidable physical or psychological harm to humans, harm to animals, or damage to the environment shall not be allowed, as well as supporting, encouraging, or concealing such activities carried out by other members of the Faculty community.

(2) Scientific research and professional work shall be conducted in accordance with the principle of informed consent obtained from adequately informed participants. The rights and dignity of all subjects and others involved in the scientific research and professional work shall be adequately protected.

(3) If scientific research or professional work involves children and minors, their rights shall be respected in accordance with the applicable rules and standards.

(4) Animals used for experimental purposes shall be treated in accordance with the applicable

ethical and professional standards.

4.2.2. Fabrication of Results

Article 19

- (1) Fabrication of results in scientific and research work shall be unacceptable.
- (2) Fabrication shall mean any intentional presentation, dissemination, and publication of purported results of scientific and research work despite the knowledge that the scientific and research work referred to was not actually conducted.

4.2.3. Falsification

Article 20

- (1) All forms of falsification in scientific and research work shall be unacceptable.
- (2) Falsification shall mean any act whereby a facility, equipment, or research process is used contrary to the principle of scientific integrity for the purpose of deliberately manipulating the results of scientific research or interpreting them in a biased manner.

4.2.4. Plagiarism

Article 21

- (1) Any form of plagiarism of works and ideas shall be deemed a violation of this Code of Ethics.
- (2) All members of the Faculty community engaged in scientific research and professional work shall be responsible for ensuring the originality of published scientific and professional papers, the proper attribution of authorship, and accuracy and integrity in the presentation and citation of information concerning the sources of the ideas and statements used in their work.
- (3) Members of the Faculty community shall ensure that authorship is attributed exclusively to persons involved in the process of preparing the scientific and professional paper who have made a significant intellectual contribution to that paper in accordance with the established international authorship criteria. The authors shall assume public responsibility for the published paper.
- (4) The intellectual property rights of all members of the Faculty community in relation to research results and collected data shall be protected.
- (5) Candidates applying for appointment or reappointment to academic or associate positions shall submit a statement of originality to confirm that every paper and achievement referred to is the original result of their work, and that such paper contains no sources other than those duly cited therein.

4.2.5. Artificial Intelligence

Article 22

The use of artificial intelligence and tools based on artificial intelligence in scientific research and professional work shall be allowed only if this is appropriately acknowledged at the relevant point to avoid any confusion with regards to authorship and the form and scope of use of artificial intelligence.

4.3. Fabrication and Alteration of Recommendations

Article 23

Fabrication and alteration of recommendations and misrepresentation of academic achievements shall not be allowed and shall be considered a serious violation of the principles of ethical conduct.

4.4. Acceptance of Gifts and Other Benefits

Article 24

(1) Members of the Faculty and University community shall not solicit gifts, encourage the giving of gifts, or accept any gifts, whether for themselves or for another person, that may reasonably be expected to directly or indirectly affect their objectivity, the fulfillment of professional obligations, and compliance with professional rights and duties.

(2) Members of the Faculty and University community shall prevent any attempt of corruption.

4.5. Conflict of Interest, Conflict of Obligations, and Nepotism

Article 25

(1) The fundamental obligation of the Faculty is to ensure that scientific research, consultative work, and other activities carried out by teaching and non-teaching staff are conducted properly, appropriately, and in accordance with the principles of openness, trust, and freedom of research that are essential both for academic autonomy and the benefit and successful operation of the Faculty.

(2) Every member of the Faculty community shall act in the very best interest of the Faculty, and shall not allow that their external activities or external material or non-material interests interfere with the fulfillment of that primary obligation.

(3) A conflict of interest arises when a member of the Faculty community, who is part of the teaching or non-teaching staff, has an external material or non-material interest that adversely affects (or provides an incentive to adversely affect) that member's ability to perform their Faculty-related duties. It is important to note that the conflict of interest may arise as a natural consequence of an individual's life and activities outside the Faculty, and that the conflict of interest, if any, is not in itself a violation or an indication of improper conduct. However, where a conflict of interest exists,

it shall be identified, disclosed, and then either eliminated, mitigated, or otherwise appropriately managed. Furthermore, even when the conflict of interest does not actually exist, it may appear to other members of the Faculty community or general public that it does exist, which is why such perceived conflicts of interest shall also be identified and appropriately managed because they may also seriously damage the reputation and credibility of the Faculty and its community.

(4) All members of the Faculty community shall avoid conflicts of interest (which, for example, may be caused by family relationships, close friendships, intimate relationships, antagonism, etc.).

(5) A conflict of obligations arises when an obligation of a member of the Faculty community who is part of the teaching or non-teaching staff, which is related to that member's external activity, adversely affects that member's ability to fulfill their teaching, scientific, and professional duties at the Faculty. Such a problem is generally relatively easy to identify and recognize, as it results in the member devoting significantly less time and energy to their Faculty-related activities and fails to achieve the expected results. It is essential to understand that obligations towards the Faculty are not fulfilled solely by the proper performance of teaching duties or other tasks; a member of the Faculty community who is part of the teaching or non-teaching staff shall be available to students and colleagues outside of class, participate in the work of Faculty boards and committees, as well as in other Faculty- or University-related activities, undertake mentoring (co-mentoring) responsibilities as part of graduate and post-graduate study programs, publish the results of scientific research, and actively contribute to the realization of the Faculty's mission and vision.

(6) Members of the Faculty community shall strive to ensure that all activities outside the University are conducted independently (including financial or other interests) and do not conflict with professional obligations of members of the Faculty community or adversely affect the integrity and objectivity of members of the Faculty community.

(7) Any form of nepotism shall be unacceptable. Nepotism shall mean any act that places a relative of a person in a more favorable position than other persons having equal or higher qualifications.

4.6. Transparency and Confidentiality

Article 26

(1) The Faculty supports and promotes openness and transparency in its regulations and activities as one of its fundamental values. All rules and provisions defining the rights and obligations of members of the Faculty community shall be precise, clear, and available.

(2) The Faculty shall not participate (and shall not allow members of the Faculty community to participate) in any secret or confidential (classified) research the results of which must not be publicly disclosed in accordance with academic standards, or must not be the subject of free academic discussion.

(3) All members of the Faculty community shall acknowledge the value of transparency and the availability of criteria and procedures for assessing the fulfillment of professional obligations (examinations, enrollment, professional advancement, etc.).

(4) All members of the Faculty community who have access to confidential information based on

their position at the Faculty shall protect the confidentiality of such information. Confidential information shall mean information whose confidentiality arises from the need to protect the rights of members of the Faculty community, and that has been declared confidential by law, general acts of the Faculty and University of Rijeka, or by way of a decision of the competent authority adopted pursuant to those regulations. Disclosure of confidential information to other members of the Faculty or any other party shall be prohibited, unless such disclosure is part of regular Faculty activities, or if there is a legal and professional obligation to disclose such information.

4.7. The Right and Duty of Continuing Professional Development and Lifelong Learning

Article 27

- (1) All members of the Faculty community shall have the right and duty to pursue continuing professional development and to strive to improve the quality and level of their knowledge and professional competence within their chosen field of practice.
- (2) Members of the Faculty community shall plan, conduct, and report on their scientific research and professional and teaching activities in accordance with the accepted standards of scientific, teaching, and professional competence.

4.8. Professional Advancement

Article 28

- (1) The assessment of successful fulfillment of professional obligations and of professional competence of any member of the Faculty community shall be objective and impartial, and based on predefined and transparent criteria. Every member of the Faculty community shall base their judgment regarding the requirements for the advancement of other members exclusively on criteria directly relevant to the activity performed or professional obligation, i.e. on demonstrated expertise, professional merit, and results achieved in carrying out the duties prescribed for the position.
- (2) If several candidates meet the established professional requirements to an equal degree, the need to appropriately promote the interests of a social group that is underrepresented in the relevant field shall also be taken into account during employment and promotion.
- (3) Any form of direct or indirect discrimination in the process of evaluating the requirements for professional advancement and in the promotion process itself shall be unacceptable.
- (4) Teachers shall have a professional responsibility to contribute to the generational renewal of the scientific and teaching community and to encourage the advancement and independence of young teachers and members of the Faculty community.

4.9. Public Appearances

Article 29

- (1) The Faculty acknowledges its social responsibility and shall support and promote freedom of thought and expression as the fundamental value in all areas of life and work at the Faculty. Members of the Faculty community shall have the right to speak publicly and to express themselves freely, including public appearances, appearances on radio, television, and electronic media, the expression of one's views in newspapers, books, and journals, on social media, and through other forms of public engagement for the benefit of the community.
- (2) Members of the Faculty community with a higher academic degree or professional status shall not prohibit or restrict personal public appearances of members of the community with a lower academic degree or professional status, or impose any conditions on such appearances.
- (3) When making public appearances, every member of the Faculty community shall respect and uphold the fundamental values of the Faculty, its mission and vision, the principles on which the Code of Ethics is based, and shall safeguard the dignity and reputation of the Faculty and University of Rijeka. They shall also act in a manner that contributes to the benefit, reputation, and development of the Faculty and University of Rijeka, and refrain from any conduct and actions that may harm the Faculty and University of Rijeka.
- (4) Members of the Faculty community who are authorized to make public appearances and represent the Faculty shall clearly indicate that they are presenting the views of the Faculty. Members shall act in accordance with the highest ethical and professional standards in all forms of public appearances and activities in which members of the Faculty community represent the Faculty.

4.10. Responsibility to the Faculty Community

Article 30

- (1) Members of the Faculty community shall, to the greatest extent possible, act in a manner that contributes to the achievement of the mission and vision of the Faculty and University of Rijeka. Members of the Faculty community shall promote the benefit and interests of the Faculty and University of Rijeka in the spirit of academic freedom, reasoned debate, constructive criticism, tolerance, and the responsible and honest pursuit of the best solutions.
- (2) Accordingly, the following shall be prohibited:
 - Deliberately interfering with activities conducted or supported by the Faculty for the purpose of achieving objectives defined through free and reasoned debate;
 - Any type of activity (lobbying, abuse of authority, etc.) aimed at creating a privileged position of individuals and groups to the detriment of objective professional criteria;
 - Negligent use or handling of the Faculty property, and preventing or restricting other members of the Faculty community from using such property;

- Use of Faculty property or benefits for personal, commercial, political, religious, social, and other purposes unrelated to the University without specific permission;
- Encouraging other members of the Faculty community to disregard the Faculty and University rules aimed at achieving the generally accepted objectives of the Faculty and University of Rijeka;
- Deliberately presenting personal views as the official position of the Faculty for personal gain;
- Use of name and logo of the Faculty without specific permission.

4.11. Continuing Professional Development

Article 31

- (1) All members of the Faculty community shall pursue continuing professional development and strive to improve the quality and level of their knowledge and professional competence within their field of work.
- (2) Members of the Faculty community shall plan, conduct, and report on their scientific research and teaching activities in accordance with the accepted standards of scientific and teaching competence, while adhering to the rules governing the citation of Faculty and University affiliations.

5. ROLE OF THE ETHICS COMMITTEE

Article 32

The Ethics Committee is the body responsible for ensuring compliance with the Code of Ethics. The establishment, scope of responsibilities and activities, and manner of operation of the Ethics Committee shall be regulated by an Annex to the Code of Ethics or by the Rules of Procedure of the Ethics Committee of the Faculty of Dental Medicine, University of Rijeka.

6. FINAL PROVISIONS

Article 33

This Code of Ethics shall enter into force on the eighth day following its publication on the Faculty's notice board and website.

CLASS: 025-01/26-01/01

REG. NO.: 2170-137-006-01-26-60

In Rijeka, 18 June 2026

Dean:

Prof. Sonja Pezelj-Ribarić, DDM, PhD

[signature: illegible]

[stamp: University of Rijeka, Faculty of Dental Medicine]