

**MINISTRY OF DEFENSE OF UKRAINE
HETMAN PETRO SAHAIDACHNYI
NATIONAL ARMY ACADEMY**

ETHICAL CODE

**Lviv
2025**

Preamble

Hetman Petro Sahaidachnyi National Army Academy (hereinafter referred to as the Academy) is one of the leading centers of military education, independent knowledge and creative activity, which provides equal opportunities for education and work to all its students and staff regardless of their nationality, race, gender, origin, cultural differences, marital status, age or religion.

The members of the academic community and other employees accept this Ethical Code of Hetman Petro Sahaidachnyi National Army Academy (hereinafter referred to as the Ethical Code), by which they support the following values in the performance of their official duties and representation of the Academy at the national and international levels.

Article 1

Introductory provisions

1.1. The Ethical Code is developed in accordance with the current legislation of Ukraine, the Academy's regulations, the Magna Carta of Universities, the Bucharest Declaration on Ethical Values and Principles of Higher Education in Europe. This document is important for ensuring high moral standards in the academic environment, which will contribute to the development of academic integrity. It emphasizes the need to adhere to ethical standards in teaching, research and the relationship between students, academic staff and administration.

1.2. The Code of Ethics adheres to the current standards of ethical behavior for academic and the defense sector.

1.3. The Ethical Code is a regulatory document for all personnel of the Academy - members of the academic community (academic personnel - military and civilian personnel, applicants for education), non-academic personnel (military and civilian personnel). Compliance with its provisions is mandatory for everyone from the moment of appointment.

1.4. The Ethics Code is based on the basic core values adopted by the Academy as a higher military educational institution:

military - honor, courage, bravery, loyalty, sense of duty, conscientiousness, enhanced discipline and service responsibility, combination of academic freedom with the requirements of the Military regulations;

academic - understanding of respect for truth and freedom of research, honesty, fairness, freedom of thought and openness in creative pursuits, responsibility, transparency, trust, constructiveness and critical thinking;

organizational - honesty and conscientiousness in work, collegiality, priority of official interests, political neutrality, non-discriminatory behavior, impartiality, non-disclosure of official information, loyalty to officer's honor, fostering patriotism, loyalty to the Oath, refraining from executing illegal orders.

1.5. Each employee of the Academy (military and civilian personnel) is obliged to familiarize himself/herself with the requirements of the Ethical Code and further comply with them in his/her daily activities.

Article 2

General principles

2.1. Members of the academic community, as well as non-academic staff of the Academy, are obliged to maintain a high standard of moral and ethical principles in their work and studies.

2.2. Adhere to the principles of civil and professional ethics

It is necessary to be guided by the principles of moral norms and rules that regulate the behavior of citizens in society (honesty, responsibility, respect for the rights of others, compliance with laws), and ethical standards that must be adhered to in relations with colleagues and in solving professional problems (competence, professionalism, objectivity, impartiality, confidentiality, professional solidarity, responsibility for the consequences of one's actions).

2.3. Respect military and academic values

Obliged to respect the basic military values, to be an example of service to the Ukrainian people, to realize the duty to protect the sovereignty, territorial integrity and independence of the state. Realize the role of a serviceman as an example for subordinates and civil society, behave honestly and politely with all people, respect their opinions, rights and dignity, refrain from hints or comments about a person's shortcomings or illnesses, avoid using offensive language and profanity. Do not tolerate humiliation, bullying, discrimination against members of the academic community and other employees on any grounds: age, gender, citizenship, language, nationality, origin, professional affiliation, religion and other characteristics, adhere to the principles of justice, humanity, mutual respect in the team.

2.4. Protect freedom of knowledge, speech and thought

Protect freedom of thought, research, and expression, and respect the diversity of opinions of members of the academic community. Counter disinformation and propaganda, protect intellectual property and creative activity.

2.5. Be critical of the results of your own work and the work of your colleagues

Be critical of their work, knowledge and conclusions, listen to factual arguments and do not resist discussions. They should objectively and critically, but respectfully, evaluate the work of others, identify the strengths and weaknesses of the work performed, and identify opportunities for improvement, regardless of who

performed the work. It is important that the criticism is useful and contributes to further improvement.

2.6. Continuously develop personal qualities and professional competencies

Be competent in their field of expertise, to constantly improve the level of professional skills, knowledge and abilities, to develop their abilities, to deepen their knowledge and acquire skills sufficient to make rational decisions in solving specific tasks and problems.

2.7. Do not abuse your position

Do not abuse their position or use entrusted property for their own benefit or the benefit of others. Avoid corrupt or discriminatory actions. Refrain from executing illegal orders, instructions or assignments that may potentially lead to corruption or corruption-related offenses. Do not violate the rights, freedoms of individuals, the interests of the Academy or the state interests.

2.8. Respect the individual rights of others

Recognize and take into account the dignity, freedom and integrity of each person, in particular, not to use personal data without their consent.

2.9. Encourage teamwork and adhere to its principles

Promote team and collegial behavior and adhere to the established principles of teamwork.

2.10. Show an active civic position and be a patriot of your country

Take an active part in public life, act exclusively in the interests of the state, respect the state symbols of Ukraine, form the worldview of a patriot and glorious descendants of the Ukrainian people, and make informed decisions in wartime and peacetime.

2.11. Comply with the rules and norms of behavior on gender equality

Avoid gender stereotypes, promote the creation of appropriate conditions for gender equality in the team.

2.12. To be faithful to the traditions of the Academy and to take care of the glory and honor of the team

Behave with dignity both within and outside the Academy. To avoid actions or statements that may damage the image of the Academy, to prevent the dissemination of false or discreditable information. Respect the symbols and traditions of the

Academy, honor its history and the memory of the fallen heroes-graduates, comply with the requirements of the Military regulations and be faithful to the Oath to the Ukrainian people.

Article 3

Principles of educational activity

3.1. Members of the academic staff are obliged to:

- a) to provide quality educational services to students, develop and implement curricula that meet modern requirements;
- b) to constantly demonstrate academic integrity and responsibility in their work, to be an example for students, to share knowledge and experience, adhering to ethical principles;
- c) to build their communication with students on the principles of mutual respect and equality, where the student is perceived as a person, not as an object of influence. Communication should be polite and respectful in order to maintain the self-esteem of both the teacher and the student;
- d) objectively and impartially evaluate the performance of students and always resist any attempts to influence the objective assessment. Assessments and comments should be fair, based on real achievements, not on personal preferences or bias;
- e) not to demand too much from applicants for higher education, but only what is part of their duties, not to appropriate their work and research results;
- f) to promote the professional development of applicants for higher education, to assist them in establishing professional contacts, including international ones.

3.2. Applicants for higher education are obliged to:

- a) respect the teaching staff, their colleagues, classmates, and employees of the Academy, behave with everyone correctly, tactfully and tolerantly, adhere to the established canons of behavior and politeness;
- b) always be ready for classes, not to interfere with their conduct, follow the instructions, requirements and recommendations of teachers;
- c) submit only original works that are the result of personal learning and research;
- d) not to engage in unethical or fraudulent behavior, which means, in particular
 - plagiarism - falsification of data and other information, as well as misrepresentation of facts;
 - fraud during the test of knowledge and skills, in particular with the use of communication technologies;
- e) in team training, it is necessary to cooperate with colleagues, respecting their substantive and methodological contribution to the final result;
- g) adhere to the regularity and objectivity of all forms of verification of the acquired knowledge. Not to transmit or distribute in any other form without the author's permission the study materials, including examination tests and questions, or any other non-public materials used for knowledge assessment.

Article 4

Principles of creative activity

4.1 Members of the academic community are obliged to focus their research and creative activities on expanding the boundaries of human knowledge, developing scientific achievements, tangible and intangible values. They must always take care that these activities do not threaten other people or their freedoms, ethical values, morals and rights, in particular:

a) be on guard to protect the intellectual and other property of authors and under no circumstances allow plagiarism in the works of applicants for higher education;

b) be fully responsible for the quality and objectivity of their research work;

c) critically perceive the conclusions and results of their work. It is also necessary to be objective about the results of the work of colleagues and applicants for higher education;

d) in research work, critically evaluate the unethical aspects of their colleagues, supervisors and subordinates, including applicants for higher education, and pay attention to their unethical behavior;

e) to propose and support that the results of research work, if they are not classified, be used in practice.

Article 5

Procedure for applying the Ethical Code and the Standing Committee on Ethics of the Academic Council

5.1. Members of the academic community (academic personnel - military and civilian personnel, applicants for higher education) and non-academic personnel (military and civilian personnel) are obliged to strictly comply with the provisions of the Ethical Code.

5.2. Non-compliance or failure to comply with the provisions of the Ethical Code shall entail liability, depending on the nature and content of the violations, as well as the degree of their intentional intentions.

5.3. Violations of the provisions of the Ethical Code shall be considered in the following sequence:

5.3.1. The employee shall file a complaint in writing to the head of the relevant structural unit of the Academy regarding the violation of ethical standards.

5.3.2. The chief of the structural subdivision of the Academy, the staff of which includes the employee (employees) against whom the complaint is made, shall create a commission to consider the case on the merits.

5.3.3. If the decision of the subdivision's commission does not satisfy one of the parties, a member of the academic community may apply to the Chairman of the Academic Council of the Academy with a corresponding statement.

5.3.4. The Chairman of the Academic Council of the Academy shall entrust the consideration of the case to the Standing Committee of the Academic Council on Ethics (hereinafter referred to as the Standing Committee).

5.3.5. Consideration of the case by the Standing Committee may be initiated by the administration of the Academy represented by the head.

5.4. Based on the conclusions of the Standing Committee, the Academy management shall make an appropriate decision regarding the violator (violators) of the Ethical Code.

5.5. The Permanent Commission consists of members of the academic community in accordance with the proposals of the Academic Council of the Academy.

5.6. If necessary, specialists who are not members of the Standing Committee may be involved in the work of the Standing Committee without the right to vote.

Article 6

Final provision

6.1 This Ethical Code shall come into force from the date of its signing by the Commandant of the Hetman Petro Sahaidachnyi National Army Academy.