INTERNATIONAL EUROPEAN UNIVERSITY

APPROVED
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International European
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CODE OF ETHICS AND ACADEMIC INTEGRITY OF INTERNATIONAL EUROPEAN UNIVERSITY (AS AMENDED)

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PREAMBLE

As an institution devoted to truth and innovation, International European University (IEU) affirms that academic excellence can only thrive in an environment of integrity. In line with global best practices – including principles upheld by leading universities (e.g. Harvard, Stanford, Cambridge) and frameworks like the **European University Association** guidelines and the **Magna Charta Universitatum** – this Code of Ethics and Academic Integrity defines the values and standards that guide our scholarly community. It is a pledge by all students, faculty, researchers, and administrators to foster a culture of **academic honesty, ethical innovation, and shared responsibility**. By adhering to this Code, we strengthen our reputation as *"an honest and innovative university,"* committed to knowledge creation grounded in ethical conduct.

1. CORE VALUES AND PRINCIPLES

IEU's ethical framework is built on fundamental values recognized worldwide as the pillars of academic integrity. These values guide behavior in learning, teaching, research, and governance:

- **Honesty and Truth:** Upholding truth in all academic endeavors.

- **Trust and Respect:** Nurturing mutual trust through respect for the rights and dignity of others. An atmosphere of **tolerance, inclusivity, and respect** is essential for open inquiry. Everyone must respect differing viewpoints, intellectual property, and personal integrity.

- **Fairness and Equity:** Ensuring fairness in assessment, opportunity, and treatment. Policies and decisions – from grading to hiring – should be free of favoritism or discrimination, reflecting principles of **equity and justice**.

- **Responsibility and Accountability:** Accepting personal responsibility for one's actions and their impact on the academic community. This includes accountability for academic work, research findings, and ethical behavior. All members are expected to not only follow this Code but also encourage others to do so, thereby maintaining the community standards.

- **Courage and Innovation:** Encouraging the courage to uphold ethical principles even under pressure, and to speak out against wrongdoing. IEU also champions innovation with integrity – creative and forward-thinking approaches in study and research that never compromise ethical standards. We believe that true innovation flourishes alongside honesty, not in conflict with it.

These core principles align with global standards.

2. SCOPE AND PURPOSE OF THE CODE

This Code of Ethics and Academic Integrity applies to all members of the IEU community – including students (at all levels), faculty, researchers, administrative staff, and university leadership. It governs conduct on campus, in online environments, and in all activities affiliated with the University. The Code's purpose is to clearly articulate the ethical standards and academic integrity expectations that sustain our scholarly community. It provides general guidelines for moral behavior, academic honesty, and professional conduct, defining both our shared ideals and the behaviors that are unacceptable.

Relation to Other Policies: This Code is an overarching framework for ethical conduct and is *distinct from, but coordinated with*, several specific policies that address particular areas: the AI Use Policy, Policy on the Detection and Prevention of Academic Plagiarism, Committee on ethics and academic integrity Regulations and others.

In essence, the Code sets forth broad principles and standards of behavior, while these complementary policies provide focused instructions and procedural guidance. All members of IEU are expected to be familiar with and adhere to all these documents. Together, they

ensure comprehensive governance of academic honesty and ethics, reinforcing the University's commitment to being "honest and innovative" in every realm.

3. ETHICAL RESPONSIBILITIES OF STUDENTS

Each student at IEU is both a beneficiary and a steward of the University's academic integrity. Students bear the responsibility to uphold the highest standards of honesty in their work and conduct. Key ethical responsibilities include:

- **Personal Academic Honesty:** Complete all assignments, examinations, research projects, and other academic work with honesty. Students must not engage in cheating, plagiarism, fabrication of data, or any form of academic misconduct, as these actions violate the standards of our community. This means one's work should be one's own, with all sources properly credited and no unauthorized assistance.

- **Proper Use of Resources and AI:** Use learning resources and technologies in an ethical manner. Students must follow the University's AI Use Policy when utilizing artificial intelligence or other tools, ensuring that any such use is explicitly permitted and transparently acknowledged. Unapproved collaboration or use of AI where individual work is expected is considered misconduct.

- **Respect and Fairness:** Treat classmates, faculty, and staff with respect. This includes fostering a classroom environment free from disruption, discrimination, or harassment. Students should respect others' right to learn and contribute, and refrain from behavior that infringes on those rights (such as bullying or disparaging peers).

- **Responsibility in Group Work:** Uphold integrity in collaborative work. When involved in group projects or study teams, contribute fairly and do not facilitate dishonest behavior. Do not copy another's work or allow others to copy yours in any evaluative context. Academic collaboration should only occur within the bounds set by the instructor.

- **Accountability and Reporting:** Take responsibility for your actions and uphold community standards. If a student becomes aware of violations of academic integrity, they are encouraged (though not forced) to report the issue to the appropriate faculty or administrators. Students should also be willing to sign and honor any Academic Integrity Declaration or honor pledge, affirming their commitment to honesty. As members of a scholarly community, students take an active part in ensuring the integrity of the community, not just for themselves but for their peers as well.

By fulfilling these obligations, students build trust with instructors and peers. Our students are expected to embody the University's values in daily academic life – demonstrating that one can be both innovative in scholarship and unwaveringly honest in approach.

4. ETHICAL RESPONSIBILITIES OF FACULTY AND TEACHING STAFF

Faculty at IEU must cultivate an environment of honesty, rigor, and mutual respect in learning. Their ethical responsibilities include:

- **Upholding Integrity in Teaching:** Ensure that teaching practices reflect the highest ethical standards. Faculty must present material truthfully, attribute ideas to their sources, and design assessments that promote genuine learning. They should never tolerate or ignore academic dishonesty. This includes refraining from providing students with unfair advantages and avoiding any form of bias or discrimination in the classroom.

- **Clear Expectations and Fair Evaluation:** At the start of each course, instructors must clearly communicate the expectations of academic integrity. Syllabi and course policies should specify what constitutes permitted vs. prohibited aid or collaboration on coursework. For example, faculty should define when teamwork is allowed, how sources must be cited, and

whether using certain online resources or AI tools is allowed. By providing clear guidance on what is permitted and unpermitted, instructors create a transparent framework where students know how to succeed with integrity. Likewise, faculty should evaluate all students by fair and consistent criteria, avoiding any favoritism.

- **Preventing and Addressing Misconduct:** Faculty should actively foster honest behavior but also trust students to act with integrity. They create a respectful testing environment (for instance, proctoring exams as needed but not in an oppressive manner at IEU). If academic misconduct is suspected, faculty must address it promptly through the proper channels, such as reporting to the Committee on ethics and academic integrity or following the procedures in the Policy on the Detection and Prevention of Academic Plagiarism. Faculty are expected to support the enforcement process by providing evidence and testimony while also treating accused students fairly and confidentially.

- **Mentorship and Academic Support:** Serve as mentors who promote ethical scholarship. Faculty should guide students in research ethics (e.g. how to cite properly, how to maintain lab integrity) and be available to answer questions about what is acceptable. By being approachable and open about integrity issues, instructors can prevent unintentional violations.

- **Scholarly Integrity and Professional Ethics:** Faculty and academic staff must model the same integrity in their professional work that is expected of students. In research and publishing, faculty should adhere to rigorous ethical standards – no plagiarism, no data falsification, appropriate authorship attribution, and compliance with all research regulations. In their roles, they should disclose any conflicts of interest (for instance, if assigning their own textbook for purchase, or in procurement of resources) and make decisions in the best interest of educational integrity. Professors should also treat colleagues with respect and uphold the University's values in faculty governance and service.

By fulfilling these responsibilities, faculty create a learning environment grounded in trust. At IEU, faculty and teaching staff are partners with students in this undertaking: they set the tone and boundaries that enable honesty to prosper while also being accountable to those same standards themselves. An honest faculty inspires honest students, reinforcing IEU's identity as a community of ethical and innovative scholarship.

5. ETHICAL RESPONSIBILITIES OF RESEARCHERS

Research integrity is a cornerstone of IEU's mission to generate new knowledge. All members of the University engaged in research must abide by stringent ethical principles in planning, conducting, and reporting research. Key responsibilities include:

- **Adherence to Research Integrity Principles:** Researchers at IEU must conduct research in line with internationally recognized principles of integrity, such as reliability, honesty, respect, and accountability. This means designing and executing studies with rigor and care (reliability), being truthful and transparent in methods and results (honesty), respecting colleagues, participants, and the environment (respect), and taking responsibility for the research process and its consequences (accountability). In practice, data must be collected and reported accurately without fabrication or falsification; sources of funding and any potential conflicts of interest should be disclosed, and the contributions of all team members should be appropriately acknowledged.

- **Proper Attribution and Publication Ethics:** Give credit where it is due. All research outputs – papers, publications, presentations, datasets – should appropriately cite prior work and clearly indicate the contributions of others. Plagiarism in research (copying text or ideas without credit) is strictly prohibited, as is "self-plagiarism" (republishing one's own work without disclosure). Researchers must follow ethical authorship practices, meaning only those

who contributed significantly are listed as authors, and all authors take responsibility for the content.

   - Ethical Treatment of Subjects and Data: If research involves human participants, animals, personal data, or sensitive materials, researchers must comply with all relevant ethical guidelines, laws, and approval processes (such as Institutional Review Board or Committee on ethics and academic integrity approvals). Informed consent, confidentiality, and humane treatment are paramount. Data privacy rules (e.g., GDPR for personal data) must be observed, and sensitive information must be protected. Misusing data or violating participant trust is an ethical breach.

   - Collaboration and Collegiality: Foster a research culture of openness and respect. Researchers should engage in collaborations in good faith, share data and materials as appropriate, and evaluate others' work objectively (for example, when peer-reviewing manuscripts or grant proposals). Any form of research sabotage, such as withholding critical information or misappropriating others' ideas, is unacceptable. Senior researchers have a duty to mentor junior researchers in ethical research practices, creating an environment where questions and discussions about ethics are encouraged.

   - Innovation with Integrity: In keeping with IEU's motto, researchers are encouraged to pursue innovative lines of inquiry and use cutting-edge techniques (including AI and new digital tools), but always in an ethical manner. Novel methods should still uphold accuracy and reproducibility; for instance, if using AI in data analysis, researchers must ensure the integrity of input data and the validity of results, and acknowledge the use of such tools in their methodology. The drive for innovation never justifies bending ethical rules or ignoring safety protocols. Researchers must balance creativity with caution, ensuring that their work contributes positively to knowledge and society without causing harm or deceiving others.

   IEU is a signatory to the European Code of Conduct for Research Integrity, and our researchers' conduct should reflect that. By meeting these responsibilities, IEU researchers uphold the global reputation of our university and ensure that *innovation* at IEU always rests on a foundation of *honesty* and *ethical rigor*.

6. ETHICAL RESPONSIBILITIES OF ADMINISTRATIVE STAFF AND LEADERSHIP

   The University's administrative and management personnel play a crucial role in embedding ethics and integrity into the fabric of campus life. From top leadership (President, Rector, deans, directors) to department administrators and support staff, all must exercise their duties in a manner that exemplifies the University's values. Their responsibilities include:

   - Integrity in Decision-Making: Act with impartiality, transparency, and accountability in all administrative decisions. This means admission processes, hiring and promotion of staff, allocation of funding or resources, and other operational decisions should be governed by merit, fairness, and the best interests of the academic mission – never by nepotism, personal gain, or external pressure. Any conflicts of interest must be disclosed and properly managed. University leaders should resist and report any attempts at undue influence (political, financial, or otherwise) that could compromise academic freedom or fairness.

   - Creating a Supportive Environment: Ensure that institutional policies and the campus environment actively support academic integrity and ethical behavior. Administrators should provide necessary resources for ethics education (workshops, orientations), support faculty in enforcing academic integrity (for example, by providing plagiarism detection tools), and maintain facilities that discourage misconduct (such as secure exam proctoring setups when needed). They must also enforce campus rules that contribute to a respectful, safe, and

inclusive environment – for instance, upholding regulations against harassment, substance abuse on campus, vandalism, or misuse of university property.

- Protecting Academic Freedom and Autonomy: Uphold the principles of academic freedom and institutional autonomy as outlined in the Magna Charta Universitatum and other frameworks. "Intellectual and moral autonomy is the hallmark of any university" and a precondition for fulfilling its societal responsibilities. IEU administrators must protect the freedom of teachers and researchers to pursue knowledge and the freedom of students to learn, without censorship or undue restriction. This also means defending the University's autonomy in setting high academic standards and ethical policies, even when external pressures arise.

- Fair Enforcement and Due Process: Implement and oversee enforcement of this Code and related policies in a fair, consistent manner. The administration (through bodies like the Committee on ethics and academic integrity and Student Disciplinary boards) must ensure that when violations occur, the inquiry and disciplinary process is impartial and transparent. Accused individuals should be given due process – a chance to be heard and to appeal decisions as per the Committee on ethics and academic integrity Regulations. Administrative staff must maintain confidentiality in these processes and protect those who report misconduct from retaliation. By ensuring *fair hearings* and proportional consequences for violations, the administration demonstrates its commitment to justice and educative remediation.

- Community Leadership and Example: University leaders and staff should lead by example in professionalism and ethics. This includes honest handling of university finances and records, accurate reporting of information, and compliance with laws and regulations (such as anti-corruption laws). It also involves fostering open communication: leadership should regularly affirm the importance of integrity in official messages and be open to feedback or concerns from the university community about ethical issues. Administrators are encouraged to promote initiatives that strengthen our culture of integrity – for instance, celebrating "Integrity Week," supporting student-led honor councils, or joining international academic integrity networks to stay abreast of best practices.

Through these actions, IEU's administration builds the institutional ethos in which academic integrity is valued and rewarded. A commitment from the top echelons of the university signals to all members that *integrity is everyone's responsibility*. Our administrators ensure that IEU's motto of being *"honest and innovative"* is not just aspirational rhetoric, but a daily reality supported by policies, infrastructure, and leadership behavior.

7. ACADEMIC INTEGRITY STANDARDS AND VIOLATIONS

Academic integrity at IEU means pursuing scholarly activity in an honest and responsible manner. This section outlines what constitutes academic misconduct and affirms the University's zero-tolerance stance toward such violations. All students, faculty, and researchers must scrupulously avoid the following breaches of academic integrity:

- Plagiarism: Presenting someone else's work, ideas, or words as one's own without proper attribution. This includes copying or paraphrasing text from any source (books, articles, websites, another student's work, or AI-generated content) without citing it, as well as using another's research findings or data without credit. IEU expects all members to learn and use proper citation practices.

- Cheating: Using or attempting to use unauthorized assistance, resources, or study aids in examinations or other academic work. This encompasses looking at someone else's exam paper, using notes or electronic devices when not allowed, receiving exam content in advance, or having another person complete an assignment or exam on one's behalf.

- **Contract cheating** – paying or asking someone to do academic work for you – is strictly forbidden.

- **Fabrication and Falsification:** Inventing or altering information or data dishonestly. Fabrication refers to making up data, results, or citations (for instance, concocting experimental data that were never actually obtained). Falsification means tampering with research materials, equipment, or processes, or changing or omitting data to misrepresent the results (for example, modifying data points to improve outcomes, or cherry-picking results without disclosure). In coursework, falsification could include changing answers on a returned exam and claiming the instructor graded it incorrectly. Such practices undermine the integrity of research and learning.

- **Misrepresentation:** This covers a range of unethical practices, such as misrepresenting one's contributions or credentials. Examples include claiming credit for a group project's work that one did not actually do, falsely blaming team members for one's own shortcomings, or lying about extenuating circumstances to get extensions or special consideration. In research, misrepresentation might involve stating false credentials in a grant application or listing someone as an author who did not contribute meaningfully (honorary authorship).

- **Unauthorized Collaboration or Collusion:** Working with others on an assignment meant to be completed individually. While academic collaboration is encouraged in many contexts, any collaboration must adhere to the instructor's guidelines. Collusion – e.g., two students secretly dividing up parts of an individual assignment or sharing answers – is a form of cheating. Students must assume that all academic work is to be done independently unless explicitly told otherwise. Similarly, faculty and researchers should not collude to cover up each other's research misconduct or circumvent review processes.

- **Use of AI or Technology in Violation of Rules:** As a modern institution, IEU recognizes the growing role of technology (such as AI tools) in HEI. However, using such tools in a manner that violates academic integrity is considered misconduct. For example, submitting AI-generated text as if it were one's own writing, or using translation software or calculators when not allowed, falls under cheating or plagiarism. The AI Use Policy provides additional clarity on acceptable vs. unacceptable use of AI. Violations of that policy are considered violations of this Code.

- **Examination Offenses:** Any other behavior that compromises the integrity of examinations or assessments. This includes but is not limited to: impersonating another student or allowing impersonation (taking an exam for someone else or having someone take an exam for you), accessing exam materials without authorization, or disrupting an exam setting. It also includes post-exam misconduct like altering an answer and claiming grading error, which is explicitly prohibited ([Honor Code | Office of Community Standards](#)).

- **Academic Fraud:** Broadly, any deceitful act in the academic arena. This could involve forging academic documents or transcripts, falsifying internship or practicum reports, or presenting the same work in two different courses without permission (self-plagiarism or double submission). It also covers helping or attempting to help others commit academic fraud.

IEU views all these violations with utmost seriousness. Such actions not only cheat the system but also impede genuine learning and damage the trust that is essential among students and faculty.

Use of Plagiarism Detection: In alignment with best practices and our Policy on the Detection and Prevention of Academic Plagiarism, the University uses plagiarism detection software and other tools to verify the originality of academic work. Students and researchers should be aware that submitted work can be screened, and they are expected to cooperate with this process. The goal is preventive as well as punitive: by detecting issues early, we also aim to educate about proper citation and avoidable mistakes.

Consequences: Academic integrity violations have consequences ranging from academic penalties (such as failing the assignment or course) up to disciplinary sanctions (probation, suspension, or expulsion for students; warnings or termination in the case of employees), depending on severity and recidivism. These consequences are detailed in the Student Handbook and Committee on ethics and academic integrity Regulations. Moreover, plagiarism or research fraud can lead to retraction of publications, loss of degrees or titles, and damage to one's professional reputation. IEU will follow due process (see Enforcement below), but will impose appropriate sanctions when violations are substantiated.

Our standards align with those of other leading institutions and international norms. Academic achievements have value only when earned honorably. By avoiding these violations, we each contribute to a fair and vibrant academic environment where credit is earned, knowledge is trustworthy, and IEU's reputation remains strong.

8. PROFESSIONAL CONDUCT AND INTERPERSONAL ETHICS

While academic integrity covers honesty in scholarly work, IEU's Code of Ethics also encompasses the general ethical conduct expected in our community interactions and professional relationships. All members of the University are expected to behave in a manner that upholds respect, safety, and justice within the campus community. The following are unacceptable behaviors for any IEU community member, as they violate our ethical standards and erode the climate of trust:

- **Discrimination and Harassment:** IEU maintains a zero-tolerance stance toward discrimination or harassment of any kind. Every individual – regardless of gender, gender identity, race, ethnicity, nationality, religion, sexual orientation, age, disability, or any other personal characteristic – deserves to study and work in an environment of respect. Any form of *harassing behavior* (such as unwelcome sexual advances, inappropriate touching, stalking, bullying, or hate speech) or *discriminatory treatment* (such as biased grading, exclusion from opportunities, or derogatory remarks) is strictly prohibited. In accordance with our values and the Magna Charta Universitatum, the University is a *"non-discriminatory space of tolerance and respect where diversity of perspectives flourishes"*. All community members must contribute to this atmosphere by treating others with civility and empathy.

- **Bullying and Abusive Language:** Courtesy and professionalism are expected in all interactions. Use of profane, threatening, or abusive language – whether in person, in class, in emails, or on online forums – is unacceptable. This includes yelling at, insulting, or intentionally humiliating others. Debates and disagreements should be conducted with decorum, focusing on ideas rather than personal attacks. The University also prohibits *cyberbullying* or any form of interpersonal aggression via social media or electronic communication when it relates to the university context.

- **Sexual Misconduct:** Any form of sexual violence, coercion, or exploitation is absolutely forbidden. This encompasses sexual assault, harassment, or quid-pro-quo arrangements (e.g., offering academic favors in exchange for sexual favors). All members should be able to pursue academics free from sexual intimidation. Incidents of sexual misconduct are addressed under the Protection of IEU members' Rights on our website.

- **Academic Environment Misconduct:** Behavior that disrupts or endangers the academic or work environment is not allowed. This includes substance abuse on campus (e.g., using or distributing illegal drugs or drinking alcohol in unauthorized settings or to excess such that it disrupts others), acts of violence or intimidation, and bringing weapons to campus. Additionally, vandalism or misuse of property (such as defacing University facilities or equipment) violates the ethical responsibility to respect our shared environment. All

community members should help maintain a *safe and comfortable educational and professional environment*, refraining from any actions that could create a hostile atmosphere.

- Abuse of Power and Conflict of Interest: Those in positions of authority (faculty, staff, or student leaders) must not abuse their power for personal gain or to the detriment of others. Nepotism, favoritism, or bribery – for instance, an administrator hiring a less qualified relative over other candidates, or a professor trading grades for gifts or money – are serious ethical violations. Even the appearance of such conflicts of interest should be avoided. Likewise, faculty should not exploit students (e.g., by requiring excessive unpaid labor unrelated to coursework) and students should not pressure faculty or staff for special treatment. All decisions should be made impartially and transparently.

- Dishonesty and Fraud in Records: Honesty is required not just in academic work, but in all professional dealings. Lying in official documents or communications (for example, providing false information on an application or resume, forging a supervisor's signature, misreporting hours worked or research data) is unethical. This also extends to financial matters: any misuse of funds, embezzlement, or fraudulent accounting within university projects or organizations will be treated as a grave breach of ethics.

- Respect for Institutional Rules and Symbols: Members of IEU are expected to uphold the laws of the broader society and the specific regulations of the University. This includes honoring intellectual property rights, software licenses, and library usage rules; adhering to safety protocols in labs; and respecting the University's symbols and reputation. For example, unauthorized use of the University logo/seal or name for personal ventures, or public actions that shame the University's image, can be deemed unethical if done with malice or negligence. Similarly, blatant disrespect toward the state language or national symbols in official settings, as well as University emblems, goes against the respectful conduct we require (reflecting provisions in our original Code). Freedom of expression is protected, but it should be exercised in a constructive and respectful manner.

These examples are not exhaustive, but they illustrate the broad expectation: all members of IEU must conduct themselves ethically, lawfully, and respectfully toward others at all times. Unacceptable conduct of the types above may be addressed by various university policies, and many are also subject to national laws. In the context of this Code, they reinforce the principle that academic integrity is intertwined with personal integrity. A community that is honest in scholarship must also be just and respectful in its human relations.

- Commitment to Equity: We particularly emphasize that IEU is committed to advancing equity and fairness in all aspects of academic life. This means proactive efforts to ensure inclusive access to education and resources, as well as fair treatment for all community members. Any behavior that undermines this commitment – be it subtle bias or overt prejudice – contradicts our ethical standards.

Breaches of professional conduct and interpersonal ethics will be addressed decisively. Depending on the role of the person and the nature of the offense, consequences may include disciplinary action up to termination of employment or expulsion, as well as potential legal consequences for unlawful acts. The Committee on ethics and academic integrity (or relevant disciplinary bodies) will review such cases, ensuring due process.

In sum, academic integrity and ethical conduct are inseparable – one cannot exist without the other. By treating each other ethically, we create a supportive community in which academic honesty can truly prosper. IEU strives to be a place where *every* individual feels safe, valued, and motivated to contribute honestly and boldly without fear of unfair treatment or abuse.

9. ENFORCEMENT OF THE CODE

Upholding the Code of Ethics and Academic Integrity is a shared responsibility, and IEU has established mechanisms to enforce these standards fairly and consistently. The enforcement process is designed to be educational, impartial, and effective in addressing violations while preserving the rights of all parties involved.

1.   Reporting Violations: All members of the University are encouraged to report suspected violations of this Code through the appropriate channels. Students, faculty, or staff who observe or become aware of unethical behavior or academic misconduct should bring it to the attention of an authority: this could be an instructor, a department head, the Dean's office, or directly to the Committee on ethics and academic integrity or designated integrity officers. Reports should include as much detail and evidence as possible. The University provides confidential reporting mechanisms (and, where applicable, anonymous hotlines) to protect reporters. Retaliation against anyone who in good faith reports a concern or cooperates in an investigation is strictly prohibited and constitutes a further violation of this Code.

2.   Committee on ethics and academic integrity and Disciplinary Bodies: IEU's Committee on ethics and academic integrity (as governed by the Committee on ethics and academic integrity Regulations) is a central body that oversees investigations of ethical breaches. Faculty/staff violations might involve faculty ethics panels or HR processes in coordination with the Committee on ethics and academic integrity. These bodies operate with a commitment to impartiality and confidentiality. Members of such committees typically include representatives of faculty, administration, and sometimes students (for student cases), reflecting a community-based approach similar to honor systems at other universities. For instance, many leading universities involve student representatives in academic integrity hearings to underscore shared governance in upholding standards.

3.   Investigation and Hearing Process: When a report is made, a preliminary inquiry will determine if there is sufficient evidence to proceed. If so, the involved individual(s) will be notified of the allegations and given the opportunity to respond or explain. A fair investigation will follow, gathering relevant evidence (e.g., assignment copies, Turnitin reports, witness statements). For student cases, if the evidence is strong, a formal hearing may be convened where the student can present their side. Faculty or staff accused of misconduct will similarly go through processes outlined in the Committee on ethics and academic integrity Regulations or faculty/staff handbook, which typically involve a review committee and the chance to respond to allegations.

Throughout this process, due process is paramount: the accused has the right to know the evidence, to be heard, and to defend themselves. They may seek guidance or advocacy (students might get a faculty advisor or lawyer; staff might involve a union rep or legal counsel, if appropriate). The standard of proof and exact procedures will follow what is set out in University policy (e.g., a preponderance of evidence for academic cases, etc.).

4.   Decision and Sanctions: After careful deliberation, the committee or responsible authority will determine whether a violation occurred and decide on appropriate sanctions. Sanctions are guided by the severity of the offense and any prior violations. They can range widely, such as:

• For students: rewriting the assignment, failing the assignment or course, academic probation, loss of scholarships, suspension for one or more terms, or expulsion in the gravest cases. Educational sanctions (like attending an ethics workshop or doing additional coursework on integrity) may accompany punitive ones to encourage learning from mistakes.

• For faculty or staff: formal reprimand, mandatory ethics training, removal from certain duties, suspension without pay, or termination of employment for severe or repeated violations. Research misconduct findings can also lead to notifications to funding agencies or retraction of publications.

The outcome will be communicated in writing to the concerned parties, along with a rationale. If no violation is found, the matter is closed with no penalty, and all parties are expected to resume interactions without prejudice.

5. **Appeals:** The Code recognizes the right to appeal decisions. If a student or staff member believes the decision was unjust or procedures were not correctly followed, they may appeal to a higher authority (for example, an Appeals Committee or the Rector's office) within a specified timeframe. The appeal process is outlined in the Committee on ethics and academic integrity Regulations or relevant policy, and it generally reviews whether due process was observed and whether the sanction is proportionate, rather than re-hearing the entire case afresh. The outcome of an appeal is final.

6. **Record-Keeping and Transparency:** Records of academic integrity and ethical violations (and their resolution) will be maintained by the University (typically by the Committee on ethics and academic integrity or student conduct office) in a confidential manner. Aggregate data may be reported (for instance, number of cases per year, types of violations) to the University Senate or community to promote transparency and trust in the system. However, identities and specifics are kept private in accordance with privacy laws and to encourage reporting without fear of public shaming. After a set period or upon graduation, minor first-time student offenses might be expunged from their record to allow for a clean slate, whereas serious offenses may be retained.

7. **Coordination with External Standards:** In some cases, violations of this Code may also violate external laws or professional standards (for example, research fraud might breach funding agency rules, or harassment could violate national labor laws). IEU will cooperate with external authorities as required by law, while ensuring the rights of its community members are protected. Additionally, if a student or scholar is found guilty of misconduct, and they are part of a professional body (like a medical student or a law student bound by a professional code), the University may report the outcome to the relevant professional board if required.

8. **Educational Emphasis:** Importantly, enforcement at IEU aims not just to punish, but to educate. Especially for students, the process of confronting an integrity violation is meant to be a learning experience – understanding why the behavior was wrong and how to make better choices in the future. The Committee on Ethics and Academic Integrity may recommend mentorship, counseling, or reflective assignments to help rehabilitate an offender. Repeat or willful violators, however, will face increasingly serious consequences since a pattern of dishonesty cannot be tolerated.

IEU's approach to enforcement is informed by global best practices. Many leading universities emphasize that a culture of integrity is upheld when community members actively participate in the process and trust its fairness. Therefore, IEU ensures that enforcement is *everyone's* business: students and faculty alike have roles in reporting and judging, and administrators ensure consistency and fairness. This collective vigilance and engagement help deter misconduct and reinforce the message that integrity truly matters at IEU.

10. FOSTERING A CULTURE OF INTEGRITY AND ETHICAL INNOVATION

Having a code of ethics is meaningful only if its principles live in the daily culture of the university. IEU is committed to not just enforcing rules but proactively cultivating an environment where ethical behavior is the norm and academic honesty is celebrated. In line with our identity as an "honest and innovative university," we aim to continuously promote integrity in ways that engage and inspire all stakeholders. Key initiatives and suggestions to foster this culture include:

- **Education and Training:** The University integrates ethics and integrity training throughout the educational journey. This begins with orientation sessions for new students and employees, where the Code of Ethics and Academic Integrity is introduced and discussed. Workshops on topics like avoiding plagiarism, proper research practices, and ethical decision-making are being offered regularly.

- **Integrity Declaration:** As a tangible sign of commitment, IEU implements an Integrity Declaration that members of the community can affirm. This isn't merely a formality – studies show that when individuals publicly affirm honesty pledges, they are more likely to internalize those values. Even incorporating a brief honor statement on exams or papers (e.g., "I attest that this work is my own and I adhered to the IEU Integrity Code") can remind and encourage everyone to be truthful.

- **Visual Aids and Infographics:** To ensure the Code's principles are easily understood and remembered, the University will develop visual materials summarizing key points. For example, a one-page **infographic** could highlight the six fundamental values (Honesty, Trust, Fairness, Respect, Responsibility, Courage) with brief descriptors and icons for each, making the abstract concepts more relatable. Another infographic or flowchart might outline "Do's and Don'ts" for academic integrity or the steps of what happens if someone commits a violation (from report to resolution). These visuals can be posted in classrooms, libraries, and labs, and shared on the university intranet. By translating policy into accessible visuals, we reinforce learning in a quick, scannable format – an approach recommended by academic integrity advocates. The University might also display banners or digital screens with short integrity messages (e.g., "Honesty in, Excellence out," "Innovate Ethically," or student-created slogans) to keep awareness high.

- **Student and Faculty Involvement:** Cultivating integrity is a collaborative effort. IEU will support student-led and faculty-led initiatives that promote ethics. This will include empowering the Student Parliament to run integrity campaigns. Students could organize events like Academic Integrity Week with activities, contests (e.g., poster competitions on ethics), or peer-to-peer talks about handling academic pressure without cheating. Faculty champions or an "Integrity Ambassador" program can also be established, where respected professors and staff serve as mentors or points of contact for ethics advice. The more students and faculty talk about and "own" the culture of integrity, the stronger it becomes.

- **Positive Recognition:** Just as we sanction wrongdoing, IEU will also recognize and reward ethical behavior. Departments might give out annual "Integrity Awards" to students or staff who exemplify honesty and ethical leadership (such as a student who reported and resisted widespread cheating, or a researcher who went above and beyond to ensure transparency in data). Showcasing these stories in campus newsletters or events underscores that integrity is noticed and valued. Additionally, maintaining membership in international networks (like the International Center for Academic Integrity) and participating in global observances (such as the International Day of Action Against Contract Cheating) demonstrate IEU's active commitment on a broader stage.

- **Continuous Improvement:** The University will regularly review and update this Code and related policies to adapt to new challenges (for instance, new forms of cheating with evolving technology). Feedback from the community is encouraged – students and staff can suggest improvements or flag ambiguities. Periodic surveys or assessments (possibly in partnership with organizations like EUA or ENAI) can help gauge the campus climate around integrity and identify areas for improvement. By treating the Code as a living document, IEU ensures that its relevance and impact remain strong. Innovative ideas – such as integrating ethics into the curriculum across disciplines, using honor lock systems judiciously, or

leveraging analytics to detect contract cheating patterns – will be explored, always weighing the benefit to integrity against the need for trust and autonomy.

In fostering this culture, IEU echoes global best practices. For example, many UK universities have adopted the "values-centered" approach to academic integrity, emphasizing the five core values in all aspects of university life. American universities with honor codes often attribute their success to student buy-in and visible honor pledges on work. We take inspiration from these models while tailoring strategies to our own community's needs.

11. FINAL PROVISIONS

Through the collective commitment of students, faculty, researchers, and administrators, IEU strives to be a community where ethical behavior is the norm and dishonesty is firmly outside the culture. Integrity is not seen as a mere obligation but as a source of pride – an integral part of being an IEU member. We believe that when academic freedom is exercised responsibly and innovation is pursued honestly, the result is not only a more virtuous community but also higher-quality scholarship and more meaningful innovation. By following this Code of Ethics and Academic Integrity, each of us contributes to the legacy and motto of International European University as *"an honest and innovative university."* This is a legacy we build together, day by day, through every truthful exam, every fair decision, every respectful dialogue, and every courageous stand for what is right.

Together, let us commit to these principles and uphold them, thereby empowering IEU to reach new heights of excellence grounded in unwavering integrity.

This Code was revised in 2025 to align with international best practices. All members of IEU are expected to familiarize themselves with it. For any questions or guidance on this Code, please contact the IEU Committee on ethics and academic integrity or the QA Department.

This Code shall come into force after approval by the Academic Council of the University and enactment by order of the Rector.

SOURCES

For the development of this Code, IEU consulted global standards and examples, including Harvard College's Honor Code ([Honor Code – Office of Academic Integrity and Student Conduct](#)), Stanford University's Honor Code ([Honor Code | Office of Community Standards](#)), the International Center for Academic Integrity's values ([ICAI | Home Page](#)), the Magna Charta Universitatum ([Magna Charta Universitatum 2020 — Observatory Magna Charta Universitatum](#)) ([Magna Charta Universitatum 2020 — Observatory Magna Charta Universitatum](#)), and the European Code of Conduct for Research Integrity, among others. These references have informed the principles and language herein to ensure our Code reflects widely recognized ethical benchmarks. In addition, the provisions were used:

1. [https://oaisc.fas.harvard.edu/honor-code/#:~:text=Members%20of%20the%20Harvard%20College,world%20of%20learning%20and%20affairs](#);

2. [https://communitystandards.stanford.edu/policies-guidance/honor-code#:~:text=Students%20will%20support%20this%20culture,including%20assignments%2C%20examinations%2C%20and%20research](#);

3.[https://academicintegrity.org/aws/ICAI/pt/sp/home_page#:~:text=ICAI%20,fairness%2C%20respect%2C%20responsibility%2C%20and%20courage](#) ;

4. [https://communitystandards.stanford.edu/policies-guidance/honor-code#:~:text=Instructors%20will%20support%20this%20culture,precautions%20to%20prevent%20academic%20dishonesty](#);

5. [https://communitystandards.stanford.edu/policies-guidance/honor-code#:~:text=Students%20and%20instructors%20will%20also,conditions%20that%20support%20academic%20integrity](#);

6. [https://www.magna-charta.org/magna-charta-universitatum/mcu2020#:~:text=Universities%20acknowledge%20that%20they%20have,defended%20vigorously%20by%20institutions%20themselves](#);

7. [https://sa.uncg.edu/division-of-student-affairs/students/academic-resources/student-policy-handbook/academic-integrity-policy/#:~:text=Academic%20Integrity%20Policy%20,trust%2C%20fairness%2C%20respect%2C%20and%20responsibility](#).