

Code of Ethics of the Institute of Philosophy of the Czech Academy of Sciences, PRI

The Institute of Philosophy of the Czech Academy of Sciences, PRI (henceforth 'Institute' or 'Institute of Philosophy') is, in virtue of being one of the institutes of the Czech Academy of Sciences, governed by legislation of the Czech Republic and other measures and directives which apply to the Czech Academy of Sciences and its parts, in particular Act no. 283/1992 Coll. on the Czech Academy of Sciences, Act no. 341/2005 Coll. on public research institutions, Statutes of the Czech Academy of Sciences, and the Code of Ethics for Researchers of the Czech Academy of Sciences. The Code of Ethics of the Institute of Philosophy of the Czech Academy of Sciences (henceforth 'Code of Ethics') follows up on these norms and further develops them. It defines a set of ethical norms which are mandatory for the Institute of Philosophy and its employees. The Institute of Philosophy as an employer takes it upon itself to create working conditions that will support implementation and realisation of this Code of Ethics.

The Code of Ethics takes three sources as its starting points: (I) general ethical norms; (II) demands linked to the specific nature of research activities; (III) responsibility of a public research institution towards the general public.

I General principles

a) Equal treatment

Neither employees of the Institute nor organs of the Institute engage in behaviours whose aim or predictable outcome is that any person is disadvantaged in work-related issues due to their age, physical disability, sex, gender, sexual orientation, skin colour, ethnic origin, state citizenship, worldview, or religious affiliation, or any other characteristic not relevant to the performance of their work.

b) Respectful treatment

Organs of the Institute and its employees refrain in their behaviour from any demeaning or humiliating treatment. Unacceptable is any form of bullying, intimidation, manipulative behaviour, spreading of gossip, persecution, sexual harassment, or other forms of violation of personal dignity of persons whom employees of the Institute meet and deal with as part of their work.

c) Truthful informing

The Institute shall not provide its employees, partners, and the public, with intentionally untruthful or purposefully distorted information. Likewise, employees of the Institute must not provide intentionally untruthful or purposefully distorted information when informing their superiors, work partners, colleagues, or the public.

II Research

a) Freedom of research

Researchers of the Institute may independently choose the direction of their research in line with the research programme of the Institute and in accordance with the research orientation of the scientific unit they belong to. The Institute guarantees them freedom of research, and this applies even in cases when the results of their research lead to social, political, or religious controversy. Nevertheless, research as such must be open to factual and rational criticism and must remain independent of ideological or political pressures.

b) Use of working time

Unless research staff are required to engage in other work-related duties (e.g., of an administrative nature), they use the time corresponding to their FTE fully to achieve the best possible results in accordance with the criteria of quality recognised in their area of research. Within the Institute, research staff accept tasks and obligations that can be met and do their utmost to meet them.

c) Quality of research output

Quality of research output is always to be prioritised over its quantity. Researchers of the Institute avoid practices aimed at a self-serving increase in the number of research outputs or citations. Equally, they avoid publishing in journals or publishing houses that fail to meet the usual standards of academic publishing (for instance by not providing a review process of adequate quality).

d) Respect to the research of others

Researchers of the Institute respect the work of their colleagues. When they engage in eventual criticism, they do so in a factual and dignified manner even when they hold different views and follow different methodological approaches.

e) Impartiality of evaluation

In their professional evaluation (in reviews, expert opinions, during attestation procedures, etc.), researchers are guided solely and exclusively by factual criteria, they take care to prevent conflict of interest, and respect the plurality of topics and methodological approaches. Especially decisions which have an impact on career progress and remuneration must be factual, impartial, and transparent.

f) Respect to authorship

It is inadmissible for researchers of the Institute to appropriate and ascribe to themselves the results of work they did not personally participate in. All outputs should list all authors who contributed to the work and only persons who contributed to the output (with the exception of cases where someone does not agree to the publication of their co-authorship). The use of someone else's sentences or ideas without referencing the source and their presentation as one's own is considered plagiarism.

g) Research that uses human subjects

The imperative guiding research that uses human subjects is that they must not suffer any harm, especially regarding the protection of their rights, privacy, and good reputation. Circumstances permitting, it is desirable that persons who participate in research express their free and informed consent, that their participation in the research be voluntary, and that their right to familiarise themselves with results of the research or leave the research at any time be respected. The consent of subjects is necessary especially in cases when audio-visual or other lasting records are taken. Whenever possible, research participants should be truthfully and fully informed about the nature and goals of research they participate in, as well as about the processes involved in the research. Employees of the Institute who take part in research that includes human subjects must maintain confidentiality and anonymity of the information which they have thus acquired and store data acquired in the course of such research in a manner that prevents their misuse.

III Responsibility towards the public

a) Conflict of interest

Employees of the Institute of Philosophy are guided by the mission of the Czech Academy of Sciences, which is to 'to enrich human knowledge and to serve the welfare of the Czech Republic and its citizens' (see Preamble of Statutes of the Czech Academy of Sciences). In their work, be it research, organisation, or administration, they prioritise this mission over their personal interest, over the interests of their family or friends or any other partial group interests, for instance political, economic, or ideological ones.

b) Proper execution of entrusted function

Employees of the Institute are cognizant of the extent of the competencies they hold based on the functions entrusted to them. They do not overstep the limits of these competencies, do not misuse their position, and act in a transparent manner. They handle information acquired in connection with the execution of the functions entrusted to them in a responsible manner.

c) Handling of public resources and property

All employees handle public or other entrusted resources and property of the Institute of Philosophy economically, efficiently, and transparently.

d) The use of infrastructure and affiliation

Neither the infrastructure of the Institute of Philosophy (its premises, administrative and technological facilities) nor affiliation to the Institute may be used for gainful activities or promotion not related to the mission of the Institute. This rule does not apply to initiatives undertaken in public interest which take place under the auspices of the Institute. It also does not apply to services provided to employees with the consent of the management of the Institute of Philosophy or to premises which the Institute rents on a long-term basis (although these premises

may not be used in a manner incompatible with the mission of the Institute). Data and metadata in computers, data storage, and networks which employees of the Institute create or administer as part of their occupation at the Institute must not be used for gainful or promotion activities unrelated to the mission of the Institute.

e) Social relevance of research

It is desirable that, where it is possible and meaningful, research topics be chosen in view of issues of broader social significance.

f) Communication with the public

Researchers of the Institute regularly and truthfully inform the public about the content and results of their work, especially via regularly updated profiles on the official website of the Institute of Philosophy, activity reports, etc. Whenever presenting their research results in public, they make sure that their affiliation with the Institute is communicated as well. It is desirable that researchers of the Institute occasionally present their work to the public in a manner that could attract the attention of even the nonexpert public.

g) Public presentation

Employees of the Institute make sure that their conduct in public does not harm the good name of their employer. Employees enter the public space, including social networks, in a dignified manner; they refrain, as a basic principle, from any coarse and offensive language or behaviour. Researchers of the Institute try to prevent, within their powers, any misuse of their professional reputation or affiliation with the Institute by political regimes which systematically violate basic human rights and freedoms or by groups which incite to such violations.

h) Environmental protection

The Institute of Philosophy and its employees behave responsibly to the environment, in particular making sure not to waste energies or materials and to minimise the ecological burden associated with their activities.

Final provisions

The principles formulated above apply to all employees of the Institute of Philosophy, be it staff in research, technical, and administrative positions, or emeriti. These principles – with the exception of articles III c, d, and g – pertain solely to the performance of their work.

Neither the organs of the Institute of Philosophy nor the Institute's employees may encourage anyone to engage in behaviour that would be in contravention of the Code of Ethics. Equally, they may not ignore repeated or grave violations of the Code of Ethics. Information pertaining to possible violations of the Code of Ethics and requests for an assessment of planned research are discussed by the Ethics Committee of the Institute of Philosophy. The Ethics Committee is an

official body of the Institute; its composition and the extent of competencies are defined in the Code of Governance of the Institute of Philosophy. Sessions of the Ethics Committee follow the Rules of Procedure of the Ethics Committee.

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