



**GMBS**

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GLOBAL MANAGEMENT  
**BUSINESS SCHOOL**



Malta  
Further & Higher  
Education Authority

# Code of Ethic

## Article 1 General Provisions

(1) The GMBS Code of Ethics is an expression of the norms applied in the GMBS environment. It establishes ethical principles and standards of conduct for the GMBS staff and students, taking into account the specifics of their position. The Code of Ethics specifically regulates the ethical principles applied in the educational and scientific research activities.

(2) The GMBS Code of Ethics is morally binding on members of the GMBS academic community; it applies appropriately to other employees.

(3) By their actions, each member of the GMBS academic community, in particular:

- a) Shows respect for every human being and respects fundamental human rights and freedoms;
- b) Does not tolerate any physical or psychological violence, and actively opposes abuse, humiliation, ridicule, bullying of individuals or groups;
- c) Rejects discrimination in any form;
- d) Bears legal, professional and moral responsibility for their own actions;
- e) Honours and respects all forms of the education and research activities at the GMBS;
- f) Honours and respects freedom of thought, freedom of expression and critical thinking, independent research, free exchange of opinions, and expresses dissenting views in a fair and constructive manner;
- g) Respects the principles of collegiality and academic cooperation;
- h) Does not use their functional or professional position in the organisational structure for personal gain or for the benefit of third parties;
- i) Adheres to the rules of political and religious neutrality on campus.

## Article 2 Ethical Principles in Educational Activity

(1) Lecturers, researchers and other GMBS staff play an important role in a quality education system. Professionalism, responsibility, and dignity are required of them.

(2) In accordance with their job description based on the general provisions of Article 1 of this Directive, a lecturer, researcher and other GMBS staff members shall, in particular:

- a) Approach students and teaching from the perspective of tolerance, respect for the individual, and respect for freedom of thought; treating students fairly, justly and openly;
- b) Not commit humiliation, immoral conduct, or coercion;
- c) Not abuse teaching authority and not require students to perform activities that are the subject of their own duties; not appropriate the results of their work;
- d) Not solicit or accept gifts from students or other persons in connection with their education and the assessment of their learning outcomes;

- e) Support the personal and professional growth of students;
- f) Apply fairness, objectivity, impartiality, and transparency in the assessment of student learning outcomes.

(3) During their studies, the GMBS students shall:

- a) Act honestly and responsibly towards others and respect the rights of others;
- b) Use the period of study for personal and skills development;
- c) Always achieve their learning outcomes only in an honest way; not cheat or use dishonest practices during any form of verification of their learning and knowledge; use only permitted aids;
- d) Not commit plagiarism; Not pass off someone else's work as their own;
- e) Comply with the generally binding regulations and internal rules of the GMBS; follow generally accepted principles and rules of social behaviour;
- f) Freely express their views; respect freedom of speech and critical thinking, and the free exchange of ideas and information;
- g) Not disparage the work of other students or teachers;
- h) Not disrupt the orderly conduct of the teaching or examination by inappropriate behaviour.

### **Article 3 Ethical Principles in the Scientific and Research Activities**

(1) Lecturers, researchers and other employees, as well as students, especially doctoral students shall:

- a) Respect the main principles of scientific research; honour and respect the rules of objectivity of research;
- b) Not tolerate fraud, falsification or plagiarism in scientific research activities and in the dissemination and publication of the results of those activities;
- c) Ensure the protection of copyright and other intellectual property rights;
- d) Apply proper and legal procedures in obtaining external grants and internal financial support when planning the educational and scientific research projects;
- e) Effectively use financial and personnel resources in the scientific and research activities, and establish and enforce transparent rules for their use.

(2) Lecturers, researchers, and other employees carrying out the assessment, examination and related expert activities shall produce opinions and statements independently, professionally, and objectively.

### **Article 4 Violation of the GMBS Code of Ethics**

(1) Violations of the GMBS Code of Ethics are heard upon a written complaint being filed with the GMBS Ethics Committee.

(2) Any member of the GMBS academic community and any GMBS employee may submit a complaint under paragraph (1) directly to the Rector.

(3) Violations of the Code of Ethics by teachers, researchers and other employees may be considered a breach of legal obligations or a failure to comply with the requirements for the proper performance of their work.

(4) Violations of the Code of Ethics by students may be considered violations of the obligations arising from the study regulations, in light of which disciplinary procedures may be conducted.

#### **Article 5 GMBS Ethics Committee**

(1) The GMBS Ethics Committee has three (3) permanent members, who are the Rector and Vice-Rectors. The Rector is the chairman of the Ethics Committee.

(2) The term of office of a permanent member of the GMBS Ethics Committee is by virtue of the office and lasts for the duration of the term of office.

(3) When dealing with specific cases, the Rector may appoint other members of the GMBS Ethics Committee for this purpose with an advisory role.

(4) A member of the Ethics Committee, including the members referred to in Paragraph (3), shall consent to membership in writing, in which they shall also undertake to keep confidential all facts relating to the received and discussed complaints.

(5) The GMBS Ethics Committee shall meet upon the submission of the complaint, within thirty (30) days of submission thereof at the latest. Meetings shall be convened by the chairman of the Ethics Committee or a permanent member of the Ethics Committee designated by the chairman. Meetings of the GMBS Ethics Committee are closed to the public.

(6) A quorum of the GMBS Ethics Committee shall be present if all permanent members of the Ethics Committee are present. The opinion of the GMBS Ethics Committee is approved if all standing members of the Ethics Committee agreed to it.

#### **Article 6 Procedure for the Submission of Complaints and the Hearing of Complaints by the GMBS Ethics Committee**

(1) A complaint shall contain a description of the alleged violation of the GMBS Code of Ethics, specifying the specific provisions of the Code that the complainant believes have been violated.

(2) The complainant shall state his or her name, surname, and address. The submission must also be signed by them.

(3) The GMBS Ethics Committee does not deal with anonymous submissions.

(4) The Committee will dismiss any submissions that are not related to the GMBS Code of Ethics without substantive discussion.

(5) The GMBS Ethics Committee may request the cooperation of any GMBS employee or student for the purpose of hearing the complaint.

(6) In the event that the GMBS Ethics Committee discusses a complaint concerning a natural person with possible interference with their person and obligations, the Committee is obliged to give the person concerned the opportunity to comment on the complaint.

(7) The GMBS Ethics Committee adopts opinions on the substantive submissions discussed. The opinions shall include a statement as to whether there has been a breach of the moral and ethical principles, including reference to the relevant provisions of the GMBS Code of Ethics, and an

assessment of the seriousness of the unethical conduct. Opinions may contain a recommendation for further action by the decision-making authorities with the corresponding legal consequences.

(8) The written opinion shall be sent to the complainant and to the persons concerned.