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Title I Class 3

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POLITECNICO DI MILANO

THE RECTOR

HAVING REGARD TO Law no. 168 issued on 09.05.1989, "Establishment of the Ministry for Universities and Scientific and Technological Research", as amended;
HAVING REGARD TO Law no. 240 issued on 30.12.2010, "Rules on organization of universities, academic staff and recruitment, as well as enabling Government to enhance the quality and efficiency of the university system", specifically art. 2 - paragraph 4 that regulates the content of the code of ethics;
HAVING REGARD TO the current Statute of the Politecnico di Milano;
HAVING REGARD TO the current General University Regulations;
HAVING REGARD TO the current Code of Behaviour of the University;
HAVING REGARD TO the resolution of the Academic Senate during its meeting on 18.06.2012 in relation to the final approval of the Code of Ethics of the University, having acquired the favourable opinion of the Board of Governors during its meeting on 29.05.2012;
HAVING RECOGNISED the need to take action;

HEREBY DECREES

Art. 1

1. For the reasons given in the preamble, the Code of Ethics of the University is hereby enacted in the text attached hereto, which is an integral part of this measure.
2. The Code of Ethics of the University goes into force from the day following the date of enactment of this measure.
3. The entry into force of the Code of Ethics of the University hereunder, repeals the Code of Behaviour of the University.

CODE OF ETHICS OF THE UNIVERSITY

1. Foreword and objectives
2. The Politecnico di Milano: values and responsibilities
3. Values and rules of conduct
4. Final and temporary provisions

1. Foreword and objectives

The Politecnico di Milano views ethics, responsible conduct and behaviour as essential values for the academic and professional life of individuals and for the attainment of its objectives.

To be part of the Politecnico - as a professor, researcher, student, director, member of its technical-administrative staff - means to endorse its values and to contribute to protecting and promoting its reputation. Failure to respect these values, with either intentional or negligently-caused inadequate conduct, can damage not only the individual and the persons directly involved in such conduct, but also the University as a whole and the related community.

For this reason, the Politecnico publishes and distributes the Code of Ethics, which is designed to spread and strengthen the values of loyalty and fairness which are essential in the performance of teaching, research, study, professional and consultancy activities.

2. The Politecnico di Milano: values and responsibilities

The Politecnico di Milano is an institution consisting of professors, researchers, students, directors and technical-administrative staff, operating according to merit-based procedures in economic, social, cultural fields at a national and international level. In this scenario, the Politecnico di Milano is:

- A responsible University towards **students**
 - it recognizes that its students are an essential resource for the Country;
 - it respects their dignity, opinions and gives value to their merit;
 - it stimulates their creative skills and critical thinking and their ability to choose their path of personal growth;
 - it strengthens their culture, technical and planning skills, and their ability to operate in multidisciplinary contexts.
- A University that pays attention to its **staff**
 - it respects their dignity and supports their need to find a balance between their professional and private life;
 - it enhances their skills, supports their professional growth, promotes their continuing professional development, also by offering training or refresher training opportunities.
- A responsible University towards **society**
 - it is aware of the role of training and research, promotes their quality and development, protects their independence, recognizes their role in human, social and economic development and in improving the conditions of life of all citizens and of the environment in which we live;
 - it acknowledges its responsibility towards the civil and scientific community.

3. Values and rules of conduct

To effectively manage its responsibility, the Politecnico di Milano acknowledges that all professors, contract professors, researchers, students, directors, technical-administrative staff and collaborators - hereinafter, the Politecnico community - and all those who operate within the university, in any capacity, must be required to respect, protect and promote the values of the Politecnico. This must be done in the light of their roles and responsibilities, both individually and as members of collegial bodies.

(a) HONESTY AND INTEGRITY

The Politecnico community believes it essential for each member to act with intellectual and personal honesty; it condemns deceit, lying, nepotism, abuse of position. In all daily activities, whether they be teaching, research activities or services, it demands a honest approach at the service of the interests of the institution.

Each member of the community is personally responsible for communicating ethical values through his/her words and conduct.

Everyone is required:

- to respects their duties towards colleagues and students;
- to avoid plagiarism and to materially respect intellectual property;
- to avoid, as far as possible, and in any event disclose with the utmost transparency, any situation of conflict of interest;
- to act so that their own personal interests do not interfere with the career choices of other members of the community;
- not to use University resources for personal reasons;
- to perform professional work to the extent permitted by law, protecting and promoting the reputation of the University;
- to avoid, in their professional life, any situation and behaviour that can damage the interests and image of the Politecnico;
- if they hold institutional offices, to specify when the opinions given on public occasions are their own personal opinions;
- to use the Politecnico logo in accordance with the University regulations;
- to acknowledge the contribution of all those who take part in team work, whether it be publications, projects, products;
- to quote sources when writing materials, reports and texts, which certify quality in training and research;
- to act with propriety. As for students, they are required to pursue the values of loyalty and intellectual honesty in their studying and thinking;
- not to carry out propaganda of any type within the University, except for initiatives connected with the institutional, teaching and organisational activities of the University;
- to refrain from offering, asking for or accepting goods or benefits that can affect the University's activities.

(b) RESPECT

All the members of the Politecnico community must always act with dignity. This means not to denigrate, humiliate, insult or manipulate colleagues, to protect freedom and rights, to acknowledge the value of diversity, to be discreet when dealing with confidential issues, and to avoid any form of discrimination.

More specifically:

- students must show respect, timeliness and attention during lectures, being open to other points of views, being prepared and contributing to discussions, respecting deadlines and being committed to their studies;
- professors must show respect towards students, being on time for lessons and assessments, establishing evaluation criteria at the beginning of courses, providing adequate materials, listening to the ideas of students, providing comments and constructive suggestions for their education;
- all the community members must protect the technological and real estate assets of the Politecnico, taking care in the use and maintenance of its equipment, laboratories, areas and furnishing.

(c) PROFESSIONALISM

The combination of knowledge, personal skills and experience allows for the achievement of excellence in research, teaching and studying.

The Politecnico expects everyone to be aware of the importance of continuing professional development, dedicating adequate efforts thereto, and to actively participate in the production of knowledge and be always oriented to improving services.

More specifically:

- professors must pay utmost attention to avoid dogmatism in teaching as well as to avoid any undue influence on their students, inducing them to endorse necessarily their points of view. They should, as far as possible, illustrate different interpretations or proposals available in literature;
- the activity of technical-administrative staff must be based on professional knowledge, openness to innovation, quality, reliability and courtesy in personal relations;
- within the scope of research, especially when the results of research can be relevant for health, safety and environmental protection, professors and researchers must adopt a responsible approach, also when assessing the implications of the disclosure of information;
- any individual who is assigned work by the University, must carry out such activities with reasonable care and professionalism. At the same time, the University enhances professionalism and knowledge within the scope of decision-making processes, such as reorganisation processes.

(d) FAIRNESS, TRUST, TRANSPARENCY

The Politecnico community strives to act fairly in its decisions, to ensure the transparency of decision-making and evaluation processes, to support and give value to merit, to distribute workloads fairly.

In relation to students, professors strive to ensure fairness, objectivity and transparency in their evaluations, in accordance with the Politecnico di Milano Charter of the rights and duties of students.

The University supports a climate of mutual trust, encourages the free exchange of ideas, gives everyone the possibility of fully developing their potential.

More specifically:

- Professors with management responsibilities and Directors set, with their behaviour, an example for everyone: they establish clear objectives, give value to merit, express fair evaluations, adopt transparent decision-making processes, pay special attention to potential conflicts of interest, encourage improvement, create a stimulating environment for team work, accept criticisms and suggestions, are available to listen to the needs of all the community members;
- the community members express, with the utmost transparency, any situations of conflict of interest, with special regard to activities carried out outside the University;

- the participants in research projects are entitled to be informed of the relevant sources of funding and of the technological implications thereof.

4. Implementing provisions

The Politecnico fosters the broadest distribution of this Code with all suitable means. The Equality and Non-Discrimination Committee is the body in charge of ensuring and monitoring everyone's awareness of the Code of Ethics within the University and of annually reporting thereon to the Academic Senate.

The members of the Politecnico community are required to be familiar and to comply with this code. They are also urged to contact the Transparency Authority for opinions and suggestions on the implementation of this code or on the appropriate conduct in the situations established therein.

The Academic Senate, at the proposal of the Rector, decides on any violations of the Code of Ethics that do not fall within the powers of the disciplinary bodies regulated by the laws in force.

THE RECTOR
Signed Prof. Giovanni Azzone