

INTERNAL REGULATORY ENACTMENT

APPROVED
at Rīga Stradiņš University
Senate meeting
of 9 June 2026,
Minutes No 2-S-1/8/2026

Code of Academic Ethics

Issued pursuant to
Paragraph Two of Section 6¹ and
Clause 6¹ of Section 15¹
of the Law on Higher Education Institutions

Preamble

Rīga Stradiņš University (hereinafter – RSU or the University) is a derived public person, educational and research institution that implements a wide range of academic and professional education and research work.

People, teamwork, results and a sense of belonging to RSU are values that are important to the University's students, academic staff and general (administrative) staff.

The Code of Academic Ethics (hereinafter referred to as the Code of Ethics) sets out the standards, principles, rights and obligations of academic and general ethics that reflect these values, promote a shared understanding of common goals, strengthen the spirit of unity, and ensure respectful relationships within the working environment.

Recognising that the standards of academic and general ethics cannot be strictly separated within the University, the Code of Ethics governs the full scope of ethical standards directly applicable to the functioning of the University.

The fundamental principles of academic ethics (including academic integrity), which govern conduct in education, research and the academic environment as a whole, are derived from the general principles of ethics in order to safeguard the value of awarded degrees, the credibility of research, and a fair academic environment.

The fundamental principles of general ethics – human dignity, fairness, integrity, collegiality and responsible conduct – as well as other provisions of the Code of Ethics, shall apply to every member of RSU academic staff, general staff and students.

RSU establishes procedures and issues internal regulatory enactments to implement the principles laid down in the Code of Ethics throughout the University.

1. Fundamental principles of ethics

1.1. Principle of human dignity

- 1.1.1. Within the framework of academic ethics, students, academic staff and general staff shall, above all, respect the academic freedom, ideas and intellectual property of others, including fellow students, colleagues and representatives of other research institutions. Members of staff shall not engage in and tolerate the disparagement of the academic achievements or scholarly contributions of other persons.
- 1.1.2. RSU activities shall be based on human dignity. RSU shall respect human dignity as an inviolable value, both in relations between RSU and its staff and between RSU staff members.
- 1.1.3. Human dignity is a universal human value. The dignity of one RSU staff member shall be of no less value than the dignity of another. Respect for the dignity of one person does not take away or diminish the right to dignity of another person.
- 1.1.4. Each RSU representative shall recognise, value and respect the identity and autonomy of each individual.
- 1.1.5. Everyone shall have the right to dignity and mutual respect. Attentiveness, tolerance and respect for others shall be both the right and the duty.
- 1.1.6. RSU staff shall not tolerate emotional or physical abuse, including but not limited to sexual harassment, mobbing, bossing, bullying, as well as instructions to discriminate and victimisation.
- 1.1.7. The principle of human dignity in action shall be demonstrated, among other things, by the student-centred learning and teaching process implemented at RSU. It fosters an inclusive and supportive environment that respects the diversity of student needs and builds mutually respectful student-academic staff relationships.

1.2. Principle of fairness

- 1.2.1. Within the framework of academic ethics, lecturers shall assess students' work honestly and fairly, while students shall evaluate the performance of lecturers honestly and fairly.
- 1.2.2. All RSU staff members shall be equal. RSU shall not allow discrimination on the basis of nationality, race, sex, age, sexual orientation, political, philosophical or religious beliefs, social origin, property, family status or health, or any other reasons.
- 1.2.3. RSU staff shall be aware of and understand the differences between people of different cultures. RSU shall promote diversity by creating an inclusive and safe work and learning environment.
- 1.2.4. RSU staff shall not make use of the hierarchical relationships that exist between students, academic and general staff for personal gain.
- 1.2.5. RSU shall ensure impartiality in its processes and procedures by giving RSU staff members the opportunity to express an opinion and provide information to support their opinion. If there are reasonable doubts about the impartiality of an RSU staff

member, the respective member may not participate in the decision-making process.

- 1.2.6. In making decisions, RSU shall aim to achieve a fair result, respecting the rights and interests of the persons involved. When interests conflict, RSU staff shall strive to achieve the fairest possible balance between competing interests. Such balance shall be achieved by providing opportunities for participation in the consideration of issues, seeking an impartial solution.

1.3. Principle of integrity

- 1.3.1. Adherence to the principle requires each person to act honestly, openly and conduct themselves in accordance with their status in the study and research process or their organisation, and to fulfil their duties and obligations in accordance with their professional competence.
- 1.3.2. Everyone shall base their ethical conduct on the commitment to keep their promises, to strive for honesty and tact in mutual relations.
- 1.3.3. Within the framework of academic ethics, integrity promotes academic freedom, trust and equality, enabling reliance on the accuracy and authenticity of the research findings, work and ideas of others.
- 1.3.4. Within the framework of academic ethics, the importance of individual courses or study fields shall not be underestimated in the interests of preserving the diversity of education and research.
- 1.3.5. Within the framework of academic ethics, students and other members of the RSU community shall not infringe upon the rights of others to receive an education.
- 1.3.6. A critical assessment of one's own competence, together with the rapid advancement of modern science, requires the continuous development of knowledge and skills, regardless of an individual's professional status.
- 1.3.7. Within the framework of academic ethics, research activities shall comply with the requirements laid down in the Law on Scientific Activity and with the principles of academic ethics by seeking to assess objectively each researcher's individual contribution, the novelty and relevance of research, and to anticipate the potential consequences of research activities.
- 1.3.8. In accordance with academic ethics, participation in research shall be determined by the potential benefit to the relevant field of science or to society, rather than by personal gain or dependence on a source of funding.
- 1.3.9. Each RSU staff member shall refrain from holding multiple positions and having supplementary employment that may cause suspicion of an apparent or real conflict of interest.
- 1.3.10. Each RSU staff member shall be obliged to avoid entering into a conflict of interest situation and to inform in a timely manner about personal interests or other circumstances that may arouse personal interest and interfere with the fair performance of duties.
- 1.3.11. Each RSU staff member shall, in accordance with the established procedure, inform (report suspected violations) about the possible irregularities observed in the performance of official duties. Everyone who reports concerns shall be treated with respect.

- 1.3.12. Within the framework of academic ethics, every member of the RSU staff shall respect and uphold the principles of research integrity and academic integrity by acting honestly and ethically in education and research and by using artificial intelligence tools appropriately and transparently.

1.4. Principle of collegiality

- 1.4.1. Adherence to the principle shall be based on mutual respect and tolerance, fairness and goodwill.
- 1.4.2. Collegial relations between the academic staff, general staff and students strengthen the sense of belonging and pride of RSU staff members in RSU as their place of study or work.
- 1.4.3. Diversity of opinions and conceptual approaches, open exchange of ideas and fair competition that does not allow disagreements to be exploited for personal status or career advancement shall be considered as a standard in mutual relations in the academic environment.
- 1.4.4. The culture of debate inherent in an academic environment requires the respectful defence of one's own views and the acceptance of well-founded criticism.
- 1.4.5. Within the framework of academic ethics, academic staff shall treat the achievements of their colleagues, as well as the work and ideas of students, with fairness and respect.
- 1.4.6. The implementation of the principle of collegiality requires a commitment to constructive cooperation in conflict situations and to forms of communication and conduct that do not undermine the dignity or self-respect of others.
- 1.4.7. Students, academic staff and general staff support cooperation and partnership initiatives that promote the development of the University, are consistent with the principles of the Code of Ethics and make a positive contribution to the development of the state, education, science and culture.

1.5. Principle of responsible conduct

- 1.5.1. Within the framework of academic ethics, staff shall observe the principles of research ethics throughout the research process, including the appropriate treatment of human participants and animals.
- 1.5.2. Everyone is responsible for their actions and conduct in their relationships with others, as well as when representing the University externally, and shall, to the best of their ability, avoid situations that are inconsistent with generally accepted moral standards and that could damage the reputation of the University or the professional standing of the individual concerned.
- 1.5.3. Each RSU staff member demonstrates, through their moral conduct, their sense of belonging to the University and their loyalty to its traditions and values.
- 1.5.4. Each RSU staff member is responsible for treating the University's tangible and intangible assets with due care and, within the limits of their abilities, contributing to their preservation and enhancement.
- 1.5.5. The confidential nature of professional information and interpersonal relationships requires a responsible approach to the handling of information. The provider of information is responsible for its accuracy within the limits of their competence.

- 1.5.6. Within the framework of academic ethics, everyone bears personal responsibility for their contribution to the development and quality of education and research, as well as for their own conduct and the fulfilment of their duties.
- 1.5.7. The participation of RSU staff in promoting the University's public image and international recognition is encouraged and supported.

2. Rights and obligations

- 2.1. In fulfilling their duties towards the University and society, every member of RSU staff shall act honestly and fairly in accordance with this Code of Ethics, the procedures in force at the University, and the internal and external regulatory enactments, while respecting their own rights and the rights of others.
- 2.2. Academic freedom guarantees the right of everyone to communicate openly and appropriately in the course of research, studies, education and self-directed learning, to express their views respectfully, and to respect the right of others to express their opinions freely. Everyone has a duty to listen attentively and to give due consideration to the substance of what is spoken and written.
- 2.3. Everyone has the right to access information relevant to their studies or research objectives. The acquisition and use of information shall be governed by the principle of equality in accordance with the applicable regulatory documents.
- 2.4. Academic staff have a duty to foster students' independence in the process of acquiring knowledge, while at the same time encouraging their interest in research, new fields of knowledge, methodologies and technologies.
- 2.5. Every RSU staff member has the right to submit proposals, objections and complaints concerning all aspects of the University's activities, doing so in a constructive spirit that promotes the search for collegial solutions.
- 2.6. RSU staff members have the right to demonstrate creativity and initiative, and to receive public recognition and appreciation. RSU decision-making bodies and heads of structural units have a duty to recognise outstanding performance, as well as to promote the professional development and initiative of members of RSU staff.
- 2.7. In the event of mistakes or disagreements, everyone has the right to have the matter considered in a professional environment. Everyone has the right to be heard and to receive professional advice and constructive criticism in a collegial atmosphere.
- 2.8. In the event of mistakes or disagreements, the head of the relevant structural unit has a duty to discuss the matter individually with those concerned and to assess the situation professionally and collegially. Where necessary, the matter shall be communicated to others in order to prevent similar situations from recurring.
- 2.9. Everyone has the right to receive a personal or public apology if they have been subjected to unethical conduct. A person who has acted unethically has a duty to apologise and, to the extent possible and appropriate in the circumstances, to remedy the consequences of their actions.
- 2.10. Conduct in situations involving conflicts of interest, and attitude towards gifts and offers of hospitality
 - 2.10.1. An RSU staff member who is required to make a decision or perform other duties connected with their official responsibilities that affect, or may affect, the personal

or financial interests of that staff member, their relatives within the meaning of the regulatory enactments governing the prevention of conflicts of interest ((father, mother, grandmother, grandfather, child, grandchild, adopted child, adoptive parent, brother, sister, half-sister, half-brother or spouse), cohabiting partner, relatives by marriage, close friends or business partners, shall request that a superior remove them from participation in the decision-making process or from the performance of the relevant official duties.

- 2.10.2. An RSU staff member shall decline benefits that are not regarded as gifts within the meaning of the regulatory enactments governing the prevention of conflicts of interest (such as flowers, souvenirs, gifts or promotional items) if accepting them could create the impression that the performance of official duties is being influenced or could give rise to doubts about the person's objectivity and impartiality.
- 2.10.3. When receiving offers of hospitality or invitations to attend a free informational presentation or similar event, whether during or outside working hours, the individual shall assess whether participation is necessary for the performance of their official duties and whether the offer is intended to secure favourable treatment or an advantage in decision-making.
- 2.10.4. An RSU staff member shall request that a superior remove them from participation in a decision-making process if, within the preceding two years, that staff member, their relative within the meaning of the regulatory enactments governing the prevention of conflicts of interest (father, mother, grandmother, grandfather, child, grandchild, adopted child, adoptive parent, brother, sister, half-sister, half-brother or spouse), cohabiting partner or relative by marriage has received a valuable gift from a person whose interests are affected by the decision to be taken.
- 2.11. In dealings with private individuals who, acting in their own interests or those of others, intentionally and systematically communicate with an RSU staff member for the purpose of influencing any decision, i.e. engage in lobbying, the RSU staff member has a duty to:
 - 2.11.1. inform their superior of any planned or completed meetings or consultations with the lobbyist, where such meetings or consultations relate to a matter for which the RSU staff member is responsible for making a decision;
 - 2.11.2. ensure that all interested parties, regardless of whether they are lobbyists, are given equal opportunities to meet decision-makers and receive the necessary information;
 - 2.11.3. refrain from using the advantages of their position or personal contacts to provide any lobbyist with access to senior officials responsible for decisions in which the lobbyist has an interest;
 - 2.11.4. when making decisions, take into account the interests of society and the state, and not solely the interests represented by the lobbyist.

3. Operation of the Ethics Committee

- 3.1. Everyone can get acquainted with the Code of Ethics on the RSU website. The Code shall be reviewed and updated by RSU Ethics Committee, submitting proposals

regarding the changes to RSU Senate for approval. Every RSU representative has the right to submit proposals to the Ethics Committee for improving the Code of Ethics.

- 3.2. In cases of non-compliance with the Code of Ethics, every member of the RSU staff has the right to apply to the RSU Ethics Committee (hereinafter referred to as the Committee) for an opinion, provided that the matter under consideration does not fall within the competence of a specialised academic ethics committee. The RSU Senate shall appoint four members of the Committee from among the academic or general staff for a term of five years. One representative of the RSU students shall be delegated to the Committee by the RSU Student Union.
- 3.3. The Committee shall consider the received applications at the meetings, which are convened and chaired by the Chairperson of the Committee, who is elected by the Committee from among the members of the Committee.
- 3.4. The Committee shall have a quorum if more than half of the members of the Committee participate in its meetings. The Committee shall, wherever possible, adopt its decisions by consensus. Where Committee members hold differing views, decisions shall be taken by a majority vote of the Committee members.
- 3.5. Before taking a decision, the Committee shall request explanations (orally, in writing or by means of electronic communications) from the persons concerned by the matter under consideration. The Committee shall have the right to request and receive any information necessary for the examination of a matter, including information from other members of the RSU staff and structural units, and may invite experts and members of the RSU staff to Committee meetings where they are able to provide information relevant to the Committee's work.
- 3.6. A Committee member shall not participate in the consideration of a matter or in the adoption of a decision if the matter concerns that Committee member, the structural unit in which they work, or if the Committee member has any other interest in the outcome of the decision.
- 3.7. A decision of the Committee, within the scope of its competence, shall be advisory in nature and final. The decision shall be communicated to the applicant and to the interested parties to whom it relates.
- 3.8. The Ethics Committee shall submit a report on its activities and decisions to the Senate at least once a year.
- 3.9. Other matters relating to the examination of applications that are not governed by the Code of Ethics shall be determined by the Committee.
- 3.10. A decision on the action to be taken in cases of breaches of the standards laid down in the Code of Ethics shall be taken by the Rector of RSU or a person authorised by the Rector.
- 3.11. Where it is established that the conduct of a member of the RSU staff is contrary to the standards set out in the Code of Ethics, disciplinary proceedings may be initiated in accordance with the applicable regulatory enactments.

4. Improvement of staff competence

- 4.1. Every RSU staff member has a duty to continuously develop their knowledge of ethics. RSU shall organise educational events for staff on ethics and its role within the University.
- 4.2. When commencing their studies at RSU, students shall be provided with opportunities to obtain information about the ethical standards established by RSU, the procedures for reporting ethical breaches, and the process for investigating such breaches. The director of the study programme shall determine the ways in which students are informed (in the study course “Introduction to Studies”, study courses related to ethics, dedicated events, video lectures, or other means).

5. Final provisions

- 5.1. The Code shall enter into force on 10 June 2026.
- 5.2. Applications relating to cases initiated before the entry into force of this Code shall be examined by the Committee in accordance with the previous version of the RSU Code of Ethics.
- 5.3. The regulations on academic integrity, the procedures for verifying compliance with those regulations, and the procedures applicable in the event of breaches are laid down in the Regulations on Academic Integrity approved by the RSU Senate and in the relevant academic regulations. The procedures governing the use of artificial intelligence tools are laid down in an internal regulatory enactment approved by the RSU Senate.

Chairman of the Senate

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AGREED
at Rīga Stradiņš University
meeting of the Council of Deans
of 1 June 2026,
Minutes No 4-SP-3/7/2026

AGREED
at Rīga Stradiņš University
Rector's Office meeting
of 1 June 2026,
Minutes No 1-PB-1/41/2026

THIS DOCUMENT HAS BEEN SIGNED ELECTRONICALLY WITH A SECURE
ELECTRONIC SIGNATURE AND CONTAINS A TIME STAMP