

Code of Ethics for Employees of the Biology Centre of the Czech Academy of Sciences

Selected points are based on the Code of Ethics for employees of the Biological Centre CAS, issued on 1 December 2023. Its full text is available on the intranet.

BC employee:

1. Respects fundamental human rights and freedoms, among which the right to life and health, the inviolability of the person and his/her privacy, the right to preserve human dignity, personal honour and reputation, freedom of thought, conscience, religion and expression, as well as freedom of scientific research and artistic creation are prominent. It seeks to prevent conduct that would violate these rights and freedoms.
2. Takes a strong stand against discrimination, bullying, sexual harassment and violence including gender-based violence. It takes care to create and maintain a safe atmosphere in the workplace and to prevent pathological phenomena.
3. In his/her activities within and outside BC, he/she shall be guided by the moral principles and principles generally accepted in society and shall observe the basic rules of interpersonal relations and decent behaviour. Respect the principles of collegiality and cooperation.
4. Comply with laws and other legal regulations, as well as with BC's internal regulations.
5. Does not take advantage of his/her position at any level of the organisational structure for personal or third-party benefit, or for any type of discrimination; is critical of any abuse of position in his/her environment.
6. Acts fairly with other employees of the BC as well as with employees of other departments of the CAS, with employees of public authorities or other institutions, and with other persons.
7. Respects the equal rights of all to equal opportunities in BC activities within the limits of his/her capabilities and within the framework of the applicable regulations, i.e. in particular: (i) takes care to remove barriers leading to discrimination; (ii) contributes to ensuring equal opportunities for disabled persons by respecting their specific requirements and creating the necessary technical and organisational conditions; (iii) rejects discrimination on the basis of race, ideology, religion, nationality, age, gender, sexual orientation or physical disability.
8. Advocates freedom of speech and critical thinking, independent research and the free exchange of ideas and information. Exercises criticism and alternative viewpoints in a fair manner.
9. He/she judges his/her colleagues and students on the basis of their achievements and treats them fairly; he/she does not require them to perform activities that are part of his/her own duties and does not make demands on them that are unreasonable to their abilities and capabilities; imparts by word and personal example his/her knowledge, skills and good conduct to his/her colleagues and students; encourages the professional development of subordinate staff and students, their research and publication activities and international contacts, and includes them among the authors of publications if they have made a creative contribution.
10. Shall be guided by the principles of collegial behaviour towards colleagues and other BC employees, consisting of respect for their personality, the right to express an independent professional opinion and the right to freely choose one's own approach to activities, provided that such choice is in accordance with the standards customary in the field, BC's internal standards and this Code.
11. It does not solicit or accept gifts, offers or other favours that may influence its decision-making.