

Item No - 10

UNIVERSITY OF AGRICULTURE, FAISALABAD, PAKISTAN

**REGULATIONS FOR CODE OF ETHICS AND CONDUCT FOR FACULTY,
OFFICERS, AND NON-TEACHING STAFF 2024**

A Code of Ethics serves as a guiding document that sets the standards of ethical behavior and conduct expected from all members of the University of Agriculture, Faisalabad (UAF), Pakistan community. The UAF expects its entire community of members to observe in letter and spirit the University discipline. Respect for authority, strict observance of the rules and regulations of the University, as well as due respect for the law of the land are always expected in all situations. Significant violations or persistent deviations from this Code of Ethics and Conduct by a University employee will constitute misconduct and will be a cause for disciplinary action and initiation of proceedings under Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act-2016. An appropriate mechanism built around appropriate procedures along with suitable corrective actions exists at the University to deal with such deviations and violations of the prescribed code of ethics and conduct.

CODE OF ETHICS

A. Introduction:

The University of Agriculture, Faisalabad, is committed to promoting and upholding the highest standards of integrity, honesty, and ethical behavior among all its faculty, staff, students, and stakeholders. This Code of Ethics aims to guide actions, decisions, and interactions to ensure academic excellence, fairness, and respect within the diverse community of the University.

B. Scope:

This Code of Ethical Conduct applies to all University faculty, officers, and non-teaching staff. It is not intended to replace, and may be supplemented by, specific university policies that have been adopted in the past and that may be adopted in the future. This Code may be amended or supplemented from time to time according to the need.

C. Purpose:

The University has upheld and will continue to uphold the highest levels of ethics and integrity in all its affairs. To this end, this Code of Ethical Conduct serves (1) to emphasize the University's

commitment to ethical conduct and compliance with the law; (2) to set forth basic standards of ethical and legal behavior; (3) to provide reporting mechanisms for known or suspected ethical or legal violations; and (4) to help prevent and detect wrongdoing

D. Ethical Standards:

1. Integrity and Honesty:

- ✓ The highest level of integrity and honesty in all academic and research activities will be upheld maintaining transparency and truthfulness in actions and communications.
- ✓ Everyone will refrain from engaging in any form of academic dishonesty, including plagiarism, cheating, falsification, or misrepresentation of data.

2. Respect and Inclusivity:

- ✓ A respectful and inclusive environment will be fostered that values diversity, regardless of gender, race, ethnicity, religion, or background.
- ✓ Every individual will be treated with respect and dignity, promoting a culture of understanding, empathy, and open-mindedness.
- ✓ Respect the dignity and protect the privacy of students and ensure the confidentiality of student records and personal information.

3. Academic Freedom and Responsibility:

- ✓ Academic freedom will be protected and upheld, allowing open discourse, intellectual curiosity, and free expression of ideas within the boundaries of respectful dialogue and academic principles.
- ✓ Academic responsibility will be taken care of, ensuring that research, teaching, and administrative activities are of the highest quality and contribute positively to the advancement of knowledge and society.

4. Protection of Human and Animal Subjects:

- ✓ The well-being and rights of human participants in research studies will be prioritized, obtaining informed consent, and ensuring privacy and confidentiality.
- ✓ The highest standards of animal care and welfare will be adhered to in research projects involving animals.

5. Conflict of Interest:

- ✓ Any potential or actual conflicts of interest will promptly be disclosed that may compromise the objectivity and fairness of decisions or research outcomes.
- ✓ Appropriate measures will be taken to manage and mitigate conflicts of interest to ensure transparency and fairness.

6. Responsible Use of Resources:

- ✓ University resources, including funds, equipment, and facilities, will be utilized responsibly and efficiently, for the advancement of education, research, and community service.
- ✓ Everyone will refrain from engaging in any misuse or unauthorized access to university resources.

7. Compliance with Laws and Regulations:

- ✓ All applicable local, national, and international laws, regulations, and ethical standards will be complied with in all academic, research and administrative endeavors.
- ✓ A culture of compliance and awareness of legal and ethical responsibilities will be promoted among all members of the university community.

8. Ethical Research Practices:

- ✓ Research will be conducted with integrity adhering to established ethical guidelines and principles in data collection, analysis, and publication.
- ✓ Safety and well-being of research participants will be prioritized ensuring ethical review and approval of all research projects.

9. Reporting Ethical Concerns:

- ✓ All members of the university community will be encouraged to report any observed or suspected ethical violations through the designated reporting channels, guaranteeing confidentiality and protection for whistleblowers.

10. Continuous Improvement:

- ✓ The code of ethics will be regularly reviewed and updated to align with emerging ethical challenges and best practices.

Conclusion:

By adhering to this Code of Ethics, everyone from the university community reaffirms his dedication to academic excellence, ethical conduct, and the betterment of society through the pursuit of knowledge and innovation. He will share the responsibility to create a thriving academic community built on trust, respect, and integrity.

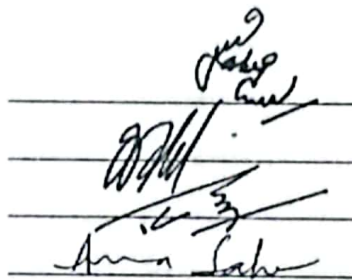
Drafted by:

Prof. Dr. Zahir Ahmad Zahir

Dr. Irfan Ahmad

Dr. Khalid Abbas

Dr. Amna Sahar



The image shows four handwritten signatures on a set of horizontal lines. The signatures are written in black ink. The first signature is the most prominent and appears to be 'Prof. Dr. Zahir Ahmad Zahir'. The second signature is 'Dr. Irfan Ahmad', the third is 'Dr. Khalid Abbas', and the fourth is 'Dr. Amna Sahar'.