CODE OF ETHICS

OF THE UNIVERSIDAD CATÓLICA SAN ANTONIO DE MURCIA

Contents

1. Introduction

The Universidad Católica San Antonio de Murcia (UCAM) is a private, non-profit institution of higher education, custodian and continuator of a humanistic and scientific tradition with a universal vocation, guided by Christian thought, which was founded in 1996 and has been contributing to the progress of society to this day.

In accordance with the University Statutes, guaranteeing an institutional Christian presence within the University, the aims of the University include teaching, research for the generation and development of scientific and technical knowledge of excellence in its different fields, the elaboration of studies, and advice and collaboration with other organisations.

Therefore, The Universidad Católica San Antonio de Murcia is known for its commitment to a comprehensive education, based on the values of Christian humanism and academic rigour.

This Code of Ethics is intended as a fundamental guide for all members of our academic community, including students, faculty and staff members, and external collaborators, as it reflects the values and principles that should inherently guide our conduct.

The purpose of this code is to promote an environment of respect, commitment, integrity and excellence that reflects our institutional mission and core values. UCAM is committed to acting in accordance with the principles described herein, ensuring that all its academic, administrative and social activities are carried out within a framework of ethics and responsibility.

2. Mission and Values

The mission of UCAM is to train competent professionals, committed to social and economic development and capable of responding to the challenges of the contemporary world from an ethical and Christian perspective.

Our values include:

- **Respect:** To defend the dignity of each individual, we promote an environment of mutual respect. The defence of this value implies the recognition and consideration of the rights, opinions and differences of all the people who are part of our academic community. This value requires that each person is treated with consideration, without discrimination or prejudice, promoting tolerance. Respect promotes harmonious coexistence, which is fundamental for the academic, professional and personal development of our university community.

- **Commitment:** We aim to contribute to the well-being and development of society through knowledge, solidarity action and service. We promote solidarity, justice and social responsibility. We expect members of the academic community, students, faculty and staff members, to apply their skills and knowledge to solve social problems, and promote justice and equity. This value encourages active participation in projects and activities that benefit the community, always with an ethical, respectful and common good oriented approach.

- **Integrity:** We promote honesty in our staff and exemplarity in our actions, which implies the defence of honesty, transparency and coherence in all our decisions and actions, submitting to the regulations in force. This value motivates us to fulfil our responsibilities within the academic community, to be consistent and to promote an environment of trust, security and respect.

- **Excellence:** We seek continued improvement in teaching and research. Academic excellence in the university environment drives us to strive for superior quality and rigour in learning, teaching and research. This involves striving to achieve the highest standards of knowledge and performance, promoting an environment of self-improvement, creativity and intellectual development. Academic excellence is reflected in dedication, discipline and passion for knowledge, always respecting ethical principles and contributing to the well-being of the academic community and society in general.

3. General Principles

Commitment to truth and freedom

Inspired by the motto 'In libertatem vocati' chosen by our founding president, freedom and the pursuit of truth are two key guiding principles at UCAM. We encourage critical thinking and academic rigour.

We understand that freedom is fundamental to academic and personal development. We are committed to exercising it responsibly, respecting the rights of others and fostering an environment where free speech and the exchange of ideas are pillars for the intellectual and ethical growth of our community.

Social Responsibility

We acknowledge our responsibility towards society and promote activities that contribute to the common good. We encourage community service and active participation in social and environmental initiatives.

This responsibility entails the duty to apply the knowledge and skills acquired to contribute to the well-being of society. This principle demands from the members of the academic community their commitment to act with social awareness, promoting justice, sustainability and equity. Social responsibility requires active participation in initiatives that seek to solve community and global problems, with an ethical and supportive approach, always considering the positive impact of our actions on the environment and on future generations.

Defending Human Dignity

We respect the dignity of each individual and uphold fundamental human rights, which implies recognising and valuing each individual with their inherent rights and intrinsic worth.

This principle requires all members of the academic community to behave with consideration and empathy, avoiding any form of discrimination, harassment or unfair treatment. Promoting an environment of respect for human dignity also means promoting equal opportunities, ensuring fair treatment and protecting the integrity and rights of all individuals within the institution.

Respect for the Ideology of the University

The respect for the ideology of our university, based on the principles and values of the Catholic tradition, implies a commitment to the ethical and moral principles that guide our educational mission. All members of the academic community must act with respect for these values, promoting an environment that is in harmony with the mission and principles of the institution.

This principle implies promoting conduct that is in line with the ideals of justice, charity, solidarity and human dignity that our university upholds.

4. General Rules of Conduct for the Academic Community

Students

UCAM students must:

- Uphold academic honesty, avoiding any form of plagiarism or fraud.

- Respect their fellow students, professors and administrative staff.

- Actively participate in their learning process and in university life.

- Contribute to an atmosphere of healthy coexistence and mutual respect.

- Respect the Catholic ideology of the university.

Teaching staff

UCAM faculty staff must:

- Encourage the comprehensive development of students, promoting critical thinking and autonomy.

- Uphold integrity and objectivity in academic assessment.

- Contribute to research and knowledge from an ethical perspective.

- Be a role model for their students and colleagues.

- Respect the Catholic ideology of the university.

Administrative Staff

UCAM administrative staff must:

- Act professionally, efficiently and transparently.

- Protect the confidentiality and privacy of information.

- Foster a respectful and collaborative work environment.

- Serve the academic community with diligence and courtesy.

- Respect the Catholic ideology of the university.

5. Rights and Responsibilities of the Academic Community

Rights

All members of the academic community have the right to:

- Be treated with respect and dignity.

- Access quality education.

- Express their ideas and opinions freely.

- Enjoy a safe and healthy environment.

Responsibilities

All members of the academic community have the responsibility to:

- Comply with the rules and policies of UCAM.

- Contribute to the welfare and development of the community.

- Respect the rights and freedoms of others.

- Promote peaceful coexistence and constructive dialogue.

6. Non-Discrimination Policy

UCAM defends equal opportunities and rejects any form of discrimination on the grounds of sex, race, religion, disability or any other personal or social condition.

7. University Resources Use

UCAM resources must be used responsibly and efficiently, exclusively for institutional and academic purposes. Misuse of resources, including facilities, equipment and materials, is strictly forbidden.

8. Conflicts of Interest

UCAM expects all members of its community to avoid conflict of interest situations. Any circumstances that may compromise impartiality and integrity in decisions and actions taken must be declared and managed appropriately.

9. Relations with the External Community

We foster relationships based on ethics and respect with the external community. UCAM promotes collaboration with other institutions, companies and organisations for the development of projects that benefit society and contribute to progress and well-being.

10. Environmental Protection

UCAM is committed to environmental protection and sustainable development. We encourage responsible and sustainable practices in all our activities, promoting environmental awareness among our members.

11. Reporting of Irregular Conduct Procedure

We have a confidential Internal Reporting System, in accordance with the provisions of Law 2/2023 of 20 February, for the reporting of irregular conduct contrary to this Code of Ethics. Reporting will be investigated impartially and the appropriate sanctions shall be applied.

12. Revision and Updating of the Code of Ethics

This code of ethics, approved by the UCAM University Council, will be reviewed and updated periodically to ensure its relevance and effectiveness. All members of the academic community are invited to participate in this process of continuous improvement.

In Conclusion

This Code of Ethics is a reflection of the commitment of the University to excellence, integrity and respect, which we extend to all the people who are part of the UCAM academic community.

By adhering to these principles, values and rules of conduct, we contribute to the development of an academic community that is fair, supportive and committed to the common good.