



## CODE OF CONDUCT FOR ACADEMIC EMPLOYEES

As an academic employee of the North-West University, I subscribe to the strategy statement approved by Council on 15 November 2015 that the university is transformed and positioned as unitary institution of superior academic excellence, with a commitment to social justice.

I therefore commit myself, in all my endeavours:

- To uphold the set of values of the university as this is embedded in the constitutional values of human dignity, equality and freedom;
  - Academic integrity.
  - Ethics in all endeavours.
  - Academic freedom and freedom of scientific research.
  - Responsibility, accountability, fairness and transparency.
  - Embracing diversity.
- To demonstrate utmost integrity in my academic work (teaching-learning and research practices) and to maintain high standards of academic honesty in accordance with the NWU Policy on Academic Integrity.
- To refrain from any acts of academic misconduct, such as (but not limited to the following):
  - Any acts of fabrication or falsifying in relation to academic work.
  - Any acts of plagiarism e.g. cutting and pasting sections of text without proper referencing or citing sources not used.
  - Any acts of self-plagiarism.
  - Utilising or presenting the work of a student who is or has been supervised or guided by me without the permission of and proper knowledge of the work or contribution by the student.
  - Knowingly publish in a predatory journal.
  - Entering into suspect research collaboration involving multiple submission leading to s-called "salami-slicing" of the same research product.
  - Breach in any aspect related to the NWU Code of Conduct for Researchers, etc.
- To submit to the disciplinary rules of the NWU in instances of alleged transgression of the NWU Policy on Academic Integrity.

(Confirmed annually as part of the performance agreement process)