

**THE CODE OF ACADEMIC ETHICS OF VILNIUS GEDIMINAS TECHNICAL
UNIVERSITY
CHAPTER 1
GENERAL PROVISIONS**

1. The Code of Academic Ethics (hereinafter - the Code) of Vilnius Gediminas Technical University (hereinafter - the University) aims to ensure a variety of opinions in the academic community, openness to ideas, mutual respect, trust, tolerance, compliance of the autonomy of Vilnius Gediminas Technical University (hereinafter - VILNIUS TECH or the University) with accountability to the state and society.

2. The Code was adopted following the Constitution of the Republic of Lithuania, the Statute of Vilnius Gediminas Technical University (hereinafter – Statute), the Law on Science and Studies of the Republic of Lithuania and other legal acts in force in the Republic of Lithuania and taken into consideration the traditions and values of VILNIUS TECH.

3. The main concepts used in the Code:

3.1. **Academic community** – part of the VILNIUS TECH community, which consists of students, lecturers, scientific workers, researchers, emeritus and honorary professors, other staff members directly participating in the research and (or) study activities.

3.2. **Academic ethics** – a set of universally recognised values, principles and research practices that ensure the transparency of research activities and the spread of research (art), fairness, justice, responsibility, studies and study related activities, personal equality, non-discrimination, academic freedom, impartiality in the evaluation of research and study works, trust and respect.

3.3. **Anonymous notification** – a notification received by VILNIUS TECH where the information provided does not allow the identification of the reporting person or verification of the authenticity of the notification.

3.4. **Close persons** – a spouse, cohabitant, partner of the person concerned, regardless of whether the partnership has been registered in accordance with the procedure established by law (hereinafter – the partner), and his/her parents (foster parents), children (adopted children), brother (stepbrothers), sisters (stepsisters), grandparents, grandchildren and their spouses, cohabitants or partners.

3.5. **Community** – all the members of VILNIUS TECH staff, academic community including guest lecturers and research (art) workers, individuals, who participate in VILNIUS TECH activities according to exchange or collaboration programmes, members of VILNIUS TECH governance bodies.

3.6. **Discrimination** – direct or indirect unfair treatment, harassment, directions to discriminate on grounds of sex, racial or ethnic origin, nationality, language, origin, social status, faith, convictions or beliefs, age, sexual orientation, disability, ethnic origin, religion.

3.7. **Ethics** – a set of universally recognized values that ensure the transparency, fairness, justice of activities, equality of all the persons involved in all processes of activity, trust, respect, non-discrimination, responsibility, economical use of resources, intellectual property protection.

3.8. **The Ethics Commission** – the Committee on Legal Affairs and Ethics set up by the Senate of VILNIUS TECH, which is authorised to deal with complaints against the breaches of ethics of VILNIUS TECH community members.

3.9. **Conflict of interests** - a situation where a person in the performance of his/her duties or the execution of a service assignment, is required to decide or to participate in the making of a decision, or to execute an assignment, which is also related to his/her private interests and to those of close to him/her people.

3.10. **Research process (activity)** – activities and processes of VILNIUS TECH, when scientific knowledge is created, creative activity is organised and implemented by applying methods of scientific research, society is familiarised with scientific research, artistic

creation.

3.11. **Unsubstantiated notification** – a report, which aims to harm a respondent or to humiliate him/her. A notification on possible breach of academic ethics and (or) procedures is not considered unsubstantiated if available information allows the notifier to consider that his/her rights have been violated.

3.12. **Impeccable reputation** – a set of circumstances that confirm the status of good repute. The circumstances that confirm impeccable reputation are as follows: 1) conduct that complies with the values of academic ethics – principles of academic integrity, protection of intellectual property; 2) the person has not been found to have committed a criminal offence by a valid court judgment; 3) the person has not been dismissed from his or her job for violation of discipline; 4) the person does not abuse alcohol, does not use narcotic, psychotropic or toxic substances.

3.13. **Victim** – a community member who has been treated unethically by another member of the community.

3.14. **Notifier** – a person, who presents a written notification to the Chairperson of the Ethics Commission or the Rector.

3.15. **Notification** – presentation of written information on unethical behaviour.

3.16. **Harassment** – unwelcome conduct that seeks to insult or insults the dignity of a person and aims to create or creates an intimidating, hostile, degrading, or offensive environment.

3.17. **Selfish incentive** – the person's desire to obtain any benefit or avoid liability, material costs.

3.18. **Sexual harassment** – is unwanted behaviour of a sexual character with a person expressed through oral, written or physical acts, when such behaviour is initiated by selfish incentives or the aim to violate someone's dignity or create an intimidating, hostile, degrading, humiliating or offensive environment. *Actions of sexual harassment* may occur as touching (e.g., patting, stroking, grabbing, attempts to kiss or kissing when the person has expressed a clear disagreement), persecution, pursuit of sexual intercourse or sexual intercourse where the person has expressed a clear disagreement. *Non-verbal actions of sexual harassment* include displaying, sending or presenting filmed material, photographs, pictures or other visual means of sexual character, showing genitals. *Verbal actions of sexual harassment* include statements or hints of sexual content that humiliate women and men or gender in terms of physical qualities or manners, sexually explicit material intended to make a mockery of another person, requesting for dates and hugs when the person has expressed a clear disagreement.

3.19. **Respondent** – a person, whose possibly unethical behaviour is notified.

3.20. **Students** – individuals, who study in VILNIUS TECH in the study programmes or doctoral studies, including individuals, who have arrived at VILNIUS TECH to study according to exchange programmes, who hold contracts with VILNIUS TECH of external defence of doctoral theses and unclassified students, i.e. persons who study at VILNIUS TECH according to non-formal adult education programmes or separate study subjects (modules).

3.21. **Organisation and administration of studies and scientific research** – planning of studies, research process, provision with material, technical and human resources, announcement of calls for participation in scientific research and other research processes, consulting about studies, concluding study and research agreement, evaluation of qualification of research workers and academic staff and other activities necessary for implementation and (or) organisation of studies and (or) research activity, issuing documents confirming education, higher education qualification documents.

3.22. **Study achievements** – knowledge, understanding, abilities and skills acquired by a student or an unclassified student during the period of studies.

3.23. **Study process** – provision of teaching services according to the study programmes of VILNIUS TECH for individuals with at least secondary education, including the procedures of achievement evaluation and final thesis defence.

3.24. Other concepts used in the Code are understood as outlined in the Law on Higher Education and Studies of the Republic of Lithuania and the Statute of Vilnius Gediminas Technical University.

4. The Code applies to all members of the VILNIUS TECH community.

5. Members of the community must follow the highest ethical standards within VILNIUS TECH and outside.

6. Members of the community shall be guaranteed the right to freely express their thoughts and create, to carry out scientific research. To achieve these objectives, the Code provides for established principles of ethical conduct and liability for failure to act in accordance with them.

CHAPTER 2

GENERAL ETHICAL REQUIREMENTS

7. The principles of transparency of the study and research process, academic integrity, equality, fairness, intellectual property protection, non-discrimination and prohibition of any harassment established in the Labour Code of the Republic of Lithuania, the Law on Equal Opportunities for Women and Men of the Republic of Lithuania and other laws shall be observed in the actions of VILNIUS TECH community members.

8. Each member of VILNIUS TECH community must respect the dignity of other persons, to communicate in a polite and respectful way, to ensure working environment by their conduct, where other persons do not experience hostile, unethical, degrading, aggressive, offensive actions that may occur through personal contact, via phone, letters, electronic letters, in mass media, social networks or any other means of electronic or written communication.

9. VILNIUS TECH shall aim to ensure fair and transparent employment of members of the community, organisation of competition procedures and evaluation of their work results. VILNIUS TECH shall guarantee that pre-announced criteria that are equal to everyone are applied in assessment of study outcomes, making decisions regarding employment, organisation of competitions for taking positions, admitting students and unclassified students (hereinafter jointly referred to as students and in granting research degrees and pedagogical titles.

10. Academic freedom shall be guaranteed to members of the community. Academic freedom refers to the right of members of the community to freely express their attitude towards the quality of lecturing, the organisation and administration of studies and scientific research, to convey their critical ideas, and to freedom to develop their scientific activities as well as to choose the subject of research, hypotheses, sources and methodology. VILNIUS TECH shall aim to protect members of its community from restrictions, possible pressure and influence on them, as well as to foster the traditions of the atmosphere of critical thinking and open discussions. The responsible use of academic freedom requires from the members of the community recognition of the same freedom for other members of the community. The following shall be incompatible with the responsible use of academic freedom:

10.1. disrespect expressed towards opinions of other members of the community;

10.2. restriction of the right of members of the community to voice and defend their opinion regarding decisions of VILNIUS TECH on administrative, research, study and other issues;

10.3. restriction of the right to respond to criticism or accusations;

10.4. engagement in scientific research or tests that are known or presumed to cause damage to a human being, the environment, society or culture;

10.5. conducting research without confirmation of its compliance with scientific research ethics when its evaluation is obligatory;

10.6. conducting research without informed consent of a person (research participant);

10.7. other actions that restrict academic freedom.

11. When concluding agreements, members of the community must assess the content of such agreements in terms of ethics, and refrain from concluding agreements which may not comply with such requirements of academic ethics due to their source of funding, the reputation of partners or co-workers, nature of their activity, intended outcome, the purpose of the use of results or due to other reasons.

12. Relationships between members of the community shall be based on the principles of mutual respect, honesty, fair competition, impartiality, non-discrimination and collegiality, loyalty to VILNIUS TECH, academic collaboration, openness and transparency. These principles shall be violated by:

12.1. discrimination of members of the community of any form, as well as tolerance of such discrimination;

12.2. expressed underestimation of abilities, attitudes and personal qualities of a community member;

12.3. abuse of persons who are more vulnerable (due to subordination or other social relations) for selfish incentives;

12.4. concealing information intended for members of the community or imposing obligations on other members of the community not to disclose such information;

12.5. initiation or instigation of conflicts in the community of VILNIUS TECH, gossiping;

12.6. disclosure of information considered confidential in accordance with laws or legal acts of VILNIUS TECH (orally, in writing, electronically or by other means and ways) or providing access to this information for others, excluding cases when a person is a candidate for a position according to the procedures established at VILNIUS TECH and discussion on his/her academic and career achievements, experience, professional and personal qualities is necessary in order to assess suitability of such person to the offered position.

12.7. actions that have signs of harassment or sexual harassment through unwanted physical, verbal or non-verbal actions;

12.8. a claim for any type of remuneration when this claim is related to (non-)acceptance of certain decisions, as well as giving and acceptance of such remuneration;

12.9. an unfounded notification on another member of community;

12.10. other actions showing signs of intimidation or other adverse effects as well as actions that demean the name of a member of the community.

13. Members of the community must:

13.1. adhere to academic integrity in the study process and scientific activities;

13.2. when initiating and/or implementing projects associated with the name of VILNIUS TECH, aim that their results serve the goals of VILNIUS TECH and are publicly available to the extent possible;

13.3. inform the Ethics Commission of VILNIUS TECH (hereinafter - the Commission) within their competence about any possible breaches of academic ethics based on reliable sources;

13.4. avoid conflict of interest, resolve possible situations of conflicts of interest by following the procedures established at VILNIUS TECH, and inform their immediate superior about a conflict of interest or a potential one;

13.5. refuse to exercise their right to vote where the issue of appointment to a post, attestation funding, sanction or incentive is considered in relation to themselves or a closely related person;

13.6. act in a socially responsible way not only within VILNIUS TECH but also outside it;

13.7. ensure that their activity and conduct do not damage the name and reputation of VILNIUS TECH.

14. Members of the community must use the name and symbols of VILNIUS TECH and its financial, material, human and intellectual resources in a responsible, economical and fair manner and only for the purposes related to the activities of VILNIUS TECH. It shall be prohibited to use the resources of VILNIUS TECH for political activities, private business or for satisfying personal needs.

CHAPTER 3

ETHICS OF PEDAGOGICAL AND RESEARCH ACTIVITIES

15. The behaviour of lecturers and research (art) workers (hereinafter - the academic staff) shall be an example of academic ethics for other members of the community. The academic staff must adhere to ethical conduct not only in the premises, territory of VILNIUS TECH but also in the public and while implementing professional activities outside VILNIUS TECH as well as

communicating with other researchers, students and members of society.

16. Relationships between the academic staff and students shall be based on principles of good morals, mutual respect, integrity, impartiality, non-discrimination, academic cooperation, openness, transparency, intellectual property protection and prohibition of harassment. These principles shall be violated by:

16.1. establishment of a close relationship of personal character between an academic staff member and a student, with whom the staff member is academically related;

16.2. assuming the function of academic result assessment or that of management in respect of a close person;

16.3. a claim for any type of remuneration as well as giving and acceptance of such remuneration when this claim is related to the assessment of knowledge or other results significant for the studies.

17. The academic staff shall provide all students with equal conditions for academic opportunities. The academic staff shall be impartial in respect of their students and treat all students equally regardless of personal preferences, student's political, religious or other beliefs, gender, race, disability, sexual orientation, economic or social situation, and must not grant privileges to any student in respect of other students.

18. Assessment of the student's knowledge and skills shall be fair, honest and compatible with the requirements and criteria specified in the description of the study subject.

19. The academic staff must provide the administration of VILNIUS TECH with justified and reliable information about cases of students' dishonesty, such as plagiarism, cheating, data falsification, forgery of results of examinations or credits, use of third-party assistance during an examination or credit, submission of another person's written paper (or part of it) as one's own, writing papers for other students including, including students not from VILNIUS TECH, earning money from writing papers for other students, buying papers written by other persons and their submission to an academic staff member for assessment, or other dishonest acts of students.

20. Assessment of students' learning outcomes and qualification of the academic staff may not be linked with (non)participation in political, public or other activities.

21. During the study process, the academic staff shall enable students with special needs (with visual, hearing, movement or other impairments) or learning disabilities to carry out tasks under conditions that best suit their specific needs.

22. The academic staff shall comply with the requirement of confidentiality of data on the student's study achievements. To pursue this goal, the academic staff:

22.1. is prohibited from disclosing information about the student's academic performance or any other non-depersonalised information on studies to any third parties, excluding cases when the student provides a written consent (via e-mail, textual message, post in social media, in a questionnaire survey, etc.);

22.2. is prohibited from discussing the non-depersonalised study achievements of a student without the student's consent, excluding cases when a student's appeal is examined regarding the assessment of the student's study achievements or when addressing other study related issues the resolution of which is not possible without discussing the study achievement results. In all cases, an academic staff member must be polite and respectful when commenting on the achievements of students;

22.3. is prohibited from using information of a private character about the student for the purposes of teaching or research, excluding cases when a written consent of the student is received for such use;

22.4. shall ensure that any remarks and comments on the student's written paper that is not submitted for public defence shall be unavailable to any third parties, excluding boards of appeals of VILNIUS TECH in cases when a student submits an appeal on the evaluation of the written work and excluding state institutions authorized to deal with student complaints regarding the assessment of study achievements.

23. Research activities at VILNIUS TECH must be carried out in an honest, moral and responsible manner. Research must not harm a person, society, nature or culture. Members of the community conducting scientific activities must follow the principle of academic integrity. The

principle of responsibility shall be understood as a duty to constantly improve professional competences that are necessary for high quality research activities. The principle of academic integrity in research activities shall be violated by the following actions:

23.1. forgery and falsification of signatures, certificates, notification data or results, as well as other data and documents significant for scientific activities, including deliberate specification of a non-existent source;

23.2. concealment of received data contradicting the research hypothesis and/or questions, and/or research conclusions;

23.3. provision of deliberately misleading information about research methodology, sources of funding, conflict of interests and ethics;

23.4. granting of unreasonable co-authorship or failure to indicate co-authorship; indication of a false (fictional) author, as well as an unreasonable pursuit of co-authorship;

23.5. theft of or deliberate damage to research data, computer programs, samples of empirical materials or manuscripts;

23.6. other actions which may be considered as plagiarism or other violation of the principle of academic integrity.

24. Plagiarism is prohibited at VILNIUS TECH and cases of plagiarism shall include the following:

24.1. a person uses the ideas, illustrative materials, extracts from written and non-written (video, audio, etc.) sources and other information of other persons without indicating the source and (or) indicating it inaccurately;

24.2. the text created by another person or its extract is presented without any quotation marks or other type of highlighting;

24.3. a person carries out academic reproduction (repetitive publication) or other dishonest actions which may give reason to perceive that as violation of plagiarism prohibition.

CHAPTER 4

ACADEMIC ETHICS OF STUDENTS

25. During the study process, students shall comply with the general requirements of the principle of academic integrity. The violation of the principle of academic integrity during the study process shall include the following:

25.1. a student cheats by copying during study achievement assessment or allows another student to cheat by copying his/her work;

25.2. a student prompts, uses notes prepared in advance, electronic or virtual communication means and other technologies, disregards instructions given by the examiner or the student's behaviour is otherwise unfair during the assessment of study achievements;

25.3. actions violating the principle of academic integrity in scientific activities established in the code;

25.4. actions that comply with the signs of plagiarism;

25.5. the same paper and other works previously assessed and scored are submitted for assessment, excluding cases when term papers or other written works (or their parts) are integrated in the final thesis;

25.6. engaging another person or participation on behalf of another student during the assessment;

25.7. any other student behaviour that does not comply with the requirements of integrity established in the Code.

26. VILNIUS TECH shall encourage the practice when students provide a written declaration of integrity in all their papers and written works stating that the works are prepared independently and honestly.

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SUBMISSION AND EXAMINATION OF REPORTS, COMPLAINTS ABOUT VIOLATIONS OF ETHICS

27. Members of VILNIUS TECH community must not only observe the norms of law and ethics themselves, but also not tolerate the illegal or unethical behaviour of other persons.
28. The Ethics Commission shall consider cases of breaching ethics of VILNIUS TECH community members and its composition shall be approved by the Senate. The members of the Ethics Commission must be of impeccable reputation. Considering the specifics of the notification of a possible breach of ethics, the composition of the Ethics Commission for consideration of a specific notification may be supplemented with specialists of necessary competences (experts, psychologists, etc.) by a decree of the President of the Senate.
29. Notifications on possible ethical violations shall be submitted in a written form to the Ethics Commission via the Document Management Division or directly to the Rector or the Chairperson of the Ethics Commission. The composition and contacts of the Commission shall be announced on the website of VILNIUS TECH.
30. Notifications shall be considered confidential information. Members of the Ethics Commission, employees of the Document Management Division, other members of VILNIUS TECH community must ensure that if the notification was submitted through them, information regarding the notifier, the victim and the content of notification shall not be disclosed.
31. A notification must be written legibly, signed and must contain concrete facts, which the notifier grounds possibly unethical behaviour of the respondent on. Available evidence must be added to the notification or witnesses, who can corroborate the facts of the unethical conduct, must be indicated.
32. The Ethics Commission shall not consider notifications if the complaint about the same issue has been or is pending in the court or in the Office of the Ombudsperson for Academic Ethics and Procedures of the Republic of Lithuania; if a procedural decision has been made to open a pre-trial investigation; if the text of notification is not eligible or its content is incomprehensible; if more than one year has elapsed since the complaint about unethical behaviour, with exception of cases of sexual harassment was lodged. Anonymous notifications shall not be considered unless the Rector or the President of the Senate of VILNIUS TECH decides otherwise.
33. Within no more than 10 working days of the date of receipt of the notification, the Ethics Commission shall notify in writing the person who has submitted the notification of the decision of VILNIUS TECH not to consider the notification, and also of the possibility of the notifier to transfer the notification on possible violations of ethics and (or) procedures to the Office of the Ombudsperson for Academic Ethics and Procedures of the Republic of Lithuania. If the decision of the Ethics Commission not to consider the notification is reached because the deadline for submission of notification to VILNIUS TECH has elapsed, the Ethics Commission shall additionally notify of the Office of the Ombudsperson for Academic Ethics and Procedures of the Republic of Lithuania and shall transfer the notification and information related to the possible breach of ethics to this Office.
34. The Ethics Commission may start considering a case of breach of ethics without a notification if it becomes known to it about a possible breach of ethics by a member of VILNIUS TECH community.
35. Upon receipt of a notification about a possible breach of ethics, the meetings of the Ethics Commission shall be convened by the Chairperson of the Ethics Commission. The meetings shall be chaired by the Chairperson of the Ethics Commission. If the notification lodged relates to the Chairperson of the Ethics Commission or if the Chairperson of the Ethics Commission is otherwise unable to convene and chair the meeting, the meeting shall be convened and chaired by the eldest member of the Ethics Commission. The meetings of Ethics Commission may be held remotely.
36. The Ethics Commission must consider the notification received, come to a decision and respond in writing to the notifier within the period of 60 calendar days from the date of receipt of the notification. If the notification is considered at the interinstitutional level (for example regarding unethical conduct in two universities at the same time, etc.), the received notification must be considered, decision must be made and the notifier must be informed within the period of 90 calendar days from the date of receipt of the notification. The Commission may, by a reasoned decision, extend the deadline of the consideration of the notification.
37. The decisions of Ethics Commission shall be recorded in minutes, which are signed

by the Chairperson of Ethics Commission (in the absence of the Chairperson of the Commission in the meeting– by the chair of the meeting of the Ethics Commission) and the Secretary of the meeting. In order to draw up the minutes, by the decision of the Chairperson of the Commission and informing the participants in the meeting, the meeting may be audio or video recorded if the used software does not provide possibilities for making only audio record.

38. A member of the Ethics Commission must withdraw from consideration of the notification if the notification is submitted regarding conduct of the member himself/herself, his/her direct subordinate or close person or if the member himself/herself, his/her direct subordinate or close person is a notifier or a victim.

39. The member of the community against whom the notification has been lodged shall be informed of the content of the notification and within 5 working days from the date of receipt of the notification shall provide written explanations regarding the reported possible breach of ethics. Failure to provide explanations shall not be an obstacle for the Ethics Commission to consider the notification and to reach a decision.

40. The notifier, also the member of the community, being the subject of the notification or information shall have a right to take part in the meetings of the Ethics Commission related to consideration of the notification. Before the Ethics Commission votes on the decision, the Chair of the meeting shall inform all the participants in the meeting with the exception of the members of Ethics Commission to leave the premises of the meeting. In case of a distance meeting, voting shall be conducted by electronic means. In such cases the Chair of the meeting must request the participants in the meeting, who are not members of the Ethics Commission, to disconnect from the distance meeting or must otherwise ensure that only members of the Ethics Commission are present in the distance meeting during the voting.

41. The decisions of the Committee on Legal Affairs and Ethics shall be taken by simple majority by open ballot. If the votes of the members of the Commission are distributed equally, the Chairperson of the Commission shall have the casting vote.

42. The Ethics Commission shall not take any sanctions on its own initiative. However, they shall be recommended, considering the level of difficulty of the breach, its recurrence (the first time or repeated), context, duration, circumstances, etc.

43. Depending on the character of the breach of ethics, its consequences, the measures by which the breach can be remedied, the reasons for the breach, recurrence of the breach and other circumstances, ethical violations shall be classified as minor, significant, and gross.

44. Having considered the notification and determined the breach of ethics, the Commission of Ethics shall make a decision and shall inform the Rector, the notifier and the respondent(s) within five working days. Having received the decision of the Ethics Commission and taken into consideration the recommendations of the Ethics Commission regarding the application of sanctions, the Rector may take the following sanctions against the violator of the Code of Ethics:

44.1. temporary suspension of certain academic activity (e.g., removal from public duties during performance of which the violation was committed; removal from supervision of doctoral students; withdrawal from implementation of research projects, etc.);

44.2. a personal warning without public disclosure of information on the breach of ethics;

44.3. a public reprimand with public disclosure of information on the breach of ethics;

44.4. termination of labour contract without notice due to the fault of the employee (for staff members);

44.5. expulsion from the University (for students);

44.6. exclusion from the governing bodies of VILNIUS TECH (if the governing body was formed by the Senate, the exclusion from the governing body is considered by the Senate on the Rector's recommendation).

45. Together with a personal warning or public reprimand, the honorary title or emeritus status granted to an honorary member by VILNIUS TECH may be revoked (cancelled). If ethics was breached by a participant in the exchange programme, in the case of a public reprimand, the sending institution shall be additionally informed. In addition to the sanctions, the violator of academic ethics may be recommended to complete trainings on prevention of ethics breaching, to correct the research work or to publicly apologize to a person who has been treated unethically,

etc.

CHAPTER 6

FINAL PROVISIONS

46. Depersonalized decisions of the Ethics Commission shall be publicly announced on the website of VILNIUS TECH.

47. Significant and gross violations of academic ethics, if they are committed by an employee (employees) of VILNIUS TECH, in all cases shall be also gross violations of VILNIUS TECH work discipline, the liability for which is provided for in the Code of Labour of the Republic of Lithuania. The penalties provided for in the Study Regulations of VILNIUS TECH shall be imposed on the students, who breached academic ethics, depending on the gravity of breach.

48. Having considered the notification and reached the decision that the notifier abused his/her power to benefit himself/herself or another person/other persons, the Ethics Commission shall inform the employee(s) in charge of corruption at VILNIUS TECH.

49. If the notification deals with the issues of violating equal opportunities, discrimination, the Ethics Commission shall return the notification to the notifier indicating that notification of such character is considered by the Ombudsperson for Equal Opportunities of the Republic of Lithuania and presenting with the contacts of the Office of the Ombudsperson for Equal Opportunities of the Republic of Lithuania where the notification may be submitted.

50. The peculiarities of sexual harassment as one of breaches of academic ethics, consideration of breaches of this character are specified in The Guidelines for the Prevention and Treatment of Sexual Harassment approved by the Lithuanian University Rectors' Conference.

51. If VILNIUS TECH becomes aware of breaches of ethics committed by other individuals, who do not belong to VILNIUS TECH community (entrants, former employees, applicants to posts at VILNIUSTECH, applicants for defending doctoral theses externally, etc.) VILNIUS TECH shall inform other interested parties (the author, who is plagiarised; institutions where violators work, study, etc.) or law enforcement institutions, if the breach causes harm to VILNIUS TECH or if the violation can be classified as a criminal offense.

52. The Code shall be approved, amended and repealed under the resolution of the Senate of VILNIUS TECH.

53. The Code shall be published on the website of VILNIUS TECH.

54. Members of the community who assume a new position at VILNIUS TECH or who begin studying at VILNIUS TECH shall be informed about the obligation to get acquainted with the publicly available Code.
