

**CERTIFIED TRANSLATION FROM THE CROATIAN LANGUAGE**

Pursuant to Art. 34 of the Statutes of the Faculty of Economics and Business of the University of Zagreb, at its session held on 25 November 2008 the Faculty Board passed the following:

**ETHICAL CODE  
FOR STUDENTS OF THE FACULTY OF ECONOMICS  
AND BUSINESS OF THE UNIVERSITY OF ZAGREB**

**I. General provisions**

**Article 1**

- (1) The Ethical Code for Students is a set of norms of conduct that all students and students' organization of the Faculty of Economy and Business of the University of Zagreb have to comply with.
- (2) The Ethical Code for Students is based on the Ethical Code for the Employees of the Faculty of Economics and Business of the University of Zagreb and represents the application of the general norms of ethics and professionalism on the specific domain of students' rights and obligations.
- (3) The students and students' organizations shall comply with the norms of the Ethical Code for the employees of the Faculty of Economics and Business of the University of Zagreb and the Ethical Code for the students of the Faculty of Economics and Business of the University of Zagreb.
- (4) The students who violate the norms from paragraph 3 of this Article shall be subject to disciplinary sanctions.

**Article 2**

- (1) The students of the Faculty of Economics and Business of the University of Zagreb are expected to act as responsible members of the faculty and university community by complying with the laws and regulations, basic human rights, integrity and dignity of other persons, academic freedom, principles of equality and justice, as well as to perform their obligations diligently and professionally.
- (2) The rights and obligations stipulated in this Ethical Code shall apply only to the actions and the conduct of students in areas owned, used or controlled by the Faculty of

Economics and Business as well as on actions outside the Faculty of Economics and Business which are related to the presentation and representation of the Faculty of Economics and Business.

### **Article 3**

- (1) The Ethical Committee of the Faculty of Economics and Business is a body that provides for the implementation of the Ethical Code for Students.
- (2) The procedure before the Ethical Committee is stipulated by the Ethical Code for the employees of the Faculty of Economics and Business.

### **II. Students' rights**

#### **Article 4**

(1) The faculty of Economics and Business protects and respects the following students' rights:

1. the right to participate in the curriculum
2. the right to freely express and exchange opinions and beliefs;
3. the right to participate in discussions;
4. the right to scientific research, publication and exchange of research results to the extent as provided by the laws and regulations of the faculty of Economics and Business and the University;
5. the right to objective and just work evaluation procedure;
6. the right to protection from violence, extortion and forceful threats by use of force;
7. the right to protection from discrimination and harassment due to religious, ethnic and national affiliation, race, gender, sexual orientation, economic situation, marital status, pregnancy, age, invalidity, physical appearance, political orientation and health condition;
8. the right to participate in peaceful, non-violent, reported protest actions or demonstrations to the extent as they are not violating the rights of other members of the faculty community;
9. the right to protection from any kind of unreasonable, illegal and unauthorized examinations or investigations;
10. the right to protection from requesting personal data which are not reasonably related to the curriculum;
11. the right to the application of equal and just procedure to establish the grounds for the accusations for violation of the regulations of the Faculty of Economics and Business;
12. the right of electing and founding representative, democratic organized students' organizations answerable to the students' community and to the Faculty of Economics and Business;
13. the right of students' organizations to represent the opinion passed on the basis of a proper decision-making process within the Faculty community;
14. the right to claim damages suffered on the basis of negligent, malicious or irresponsible acts of any of the members of the Faculty community (for instance,

public apology, subsequent possibility to apply or to perform any other action the student was unjustly denied, etc.);

15. the right notifications and timely information concerning the regulations and rules of the Faculty of Economics and Business.

### **III. Academic unfairness**

#### **Article 5**

(1) Academic unfairness compromises the quality of the educational and scientific activity of the faculty of Economics and Business and depreciates its true accomplishments.

(2) Any kind of fraud related to the procedure of applying for and evaluation sorts of examinations represents a violation of this Ethical Code, including, without limitation:

1. gathering, transmission, acceptance, use or intention to use examination material without the permission of authorized persons, as well as the answers to the questions in the exams;
2. use or intention to use notes, information, computers or other electronic devices or programs during examinations, unless such use is expressly permitted;
3. false presentation and presentation of someone else's work as one's own;
4. use of already evaluated works for the purpose of re-evaluation in the same or some other course without the authorization of the teacher;
5. changing and intention of refitting grades or results of evaluation of exams or reports from other testing;
6. intentional destruction of academic work and efforts of other students.

(3) The following shall also be deemed as a violation of the Ethical Code:

1. plagiarizing and falsification of other persons' works or parts of works and presentation of other persons' ideas as ones own without the knowledge of the author or reference to the source;
2. production, use, falsification, printing, reproduction, copying, changing, relocating or destroying any academic material, university file, document or identification document without the permit of an authorized person;
3. generating situations in which other students will be unjustly denied academic goods or in which the student creates an unfair academic advantage in the face of other students;
4. influencing or intention of influencing the neutrality of teachers' or faculty bodies' evaluations;
5. public representation or presentation of the Faculty of Economics and Business, students' organization and other member of the faculty community without the permission of an authorized person;
6. public revelation of unverified and/or incorrect information concerning other students and other members of the faculty community;
7. intentional disturbance or interruption of the classes, research or other academic activities;
8. unauthorized access, theft or destruction of intellectual property;

9. reproduction or use of the Faculty's logo or trademark without the permission of an authorized person;
10. sale and use of narcotics and/or alcohol at the premises owned, used or controlled by the faculty of Economics and Business;
11. intentional obstruction of the entry and exit or constraining the regular use of the Faculty's facilities;
12. being present in any of the faculty's facilities after the stipulated time;
13. carrying weapons, explosive devices, hazardous chemicals in any of the Faculty's facilities;
14. intentional conveyance of false and/or unverified information with the purpose of false alarming any of the members of the faculty community;
15. abuse of the computer systems or technological resources for illegal purposes;
16. failure to answer the summons related to the implementation of a disciplinary procedure as well as any disturbance of the disciplinary procedure;
17. intentional assistance, incitement or engagement of another person to perform an action representing a violation of this Ethical Code.

#### **IV. Final provisions**

##### **Article 6**

(1) The Faculty of Economics and Business is obligated to provide the necessary conditions for every student to be informed about the contents of the Ethical Code for Students.

(2) The Ethical Code shall come into effect on the day of its announcement on the billboards and websites of the Faculty.

*(Text on the stamp:)*  
University of Zagreb  
Faculty of Economics and Business  
Zagreb

Date: 01 December 2008  
Number: 251-56-01/08/220-25-11/11

FACULTY DEAN  
*(signature illegible)*  
Prof. Darko Tipurić, Ph.D.

*(Text on the seal:)*  
Republic of Croatia  
University of Zagreb  
Faculty of Economics and Business  
Zagreb

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*Hereby I, Ankica Udovičić, sworn court interpreter for the English language, reappointed by the decision of the President of the County Court in Zagreb No. 4 Su-294/08 of March 18, 2008, certify that the above translation fully complies with the Croatian original.*

Zagreb, 18<sup>th</sup> December 2009

*Ankica Udovičić*