



CODE OF ETHICS FOR EMPLOYEES OF THE ACADEMY OF FINE ARTS IN PRAGUE

The purpose of this Code is to articulate the core values and behavioural principles expected of employees of the Academy of Fine Arts in Prague (AVU), in order to cultivate an environment that is as open, inspiring, and collegial as possible, with the highest degree of mutual respect for the plurality of personal beliefs and artistic expression.

For the purposes of this document, an employee or staff member of AVU refers to individuals who are in an employment relationship with the Academy.

Respect for Intellectual Freedom

- The employee demonstrates openness to a diversity of opinions and creative approaches.
- They recognise and uphold standard ethical principles.
- They possess the courage to engage in critical reflection, including self-criticism.

Respect for Colleagues and Students

- The employee does not tolerate unethical conduct.
- They do not abuse their position and always take steps to prevent any abuse of authority. If such abuse occurs, they draw attention to the situation and address it, or delegate its resolution (e.g., due to lack of expertise or personal involvement in the matter).
- Abuse of position includes:

- Creating an unpleasant, intimidating, or hostile working or learning environment
- Undermining the work or academic performance of the individual subjected to such behaviour
- Preventing the individual concerned from fully and equally accessing the working or study environment, facilities, benefits, and opportunities
- Unjustifiably conditioning the possibility of full and equal use of educational and working resources
- They do not misuse confidential information or sensitive topics—whether in professional, academic, or personal relationships—within the workplace, studio, or across the institution as a whole.
- They actively oppose discrimination, sexual harassment, and any other actions that diminish human dignity, both in relation to students and fellow employees.

Sexual harassment and intimidation are defined as:

- Unwelcome or unsolicited sexually charged behaviour, gestures, sounds, remarks, jokes, or comments related to sexuality or sexual experiences that create a hostile environment
- Unsolicited sexual conduct, whether it involves physical contact or not
- Subtle or overt pressure for sexual affection or services; verbal, physical, or non-verbal behaviour of a sexual nature, including requests for sexual favours in exchange for actual or promised academic or employment benefits
- The creation and distribution of unsolicited visual or audio recordings, text messages, social media content, or other images and materials that are sexually degrading or pornographic (excluding materials presented solely for the purpose of academic teaching or research), including stalking

Respect for the Institution

- The employee acts in a way that upholds the good name of the Academy of Fine Arts in Prague (AVU) and expresses a genuine interest in its development.
- They do not withdraw from active participation in the academic self-governance of the institution.
- They handle allocated financial resources and property with responsibility and care.
- When engaging in collaboration with external entities, they act ethically and transparently.

Professional Competence of Artistic and Academic Staff

- The staff member is actively engaged in artistic or academic work.
- They publicly share the outcomes of their creative or scholarly activities and act as a public figure.
- They continue to pursue education in their field and develop their professional skills.
- They bear full responsibility for the originality of their artistic creation or research.

Pedagogical Competence of Academic Staff

- The academic staff member fosters a motivating and collegial relationship with students and leads by personal example.
- They impart their knowledge, skills, and experience.
- They are receptive to students' feedback regarding their teaching.
- They apply relevant criteria and demonstrate sensitivity when assessing students.

Plurality, Solidarity, Inclusion, and Ecology

- The employee contributes to fostering an atmosphere of equality, tolerance, inclusion, and mutual support.
- They are aware of the importance of environmental issues, including their own impact on certain aspects of them.

Ethics Committee

- In cases of breaches of the principles outlined in this Code, the involved parties may contact a member of the Academic Senate of AVU (AS AVU) or the Rector.
- The Rector appoints an ethics committee to examine the specific case.
- If the Rector himself is one of the involved parties, the committee is appointed by the AS AVU.
- The Ethics Committee is an advisory body to the Rector and issues non-binding recommendations.

- The Ethics Committee may mediate the dispute, meaning it hears both parties and guides them towards an amicable resolution.
- The Ethics Committee acts in accordance with the Rules of Procedure of the AVU Ethics Committee.
- Ethical breaches concerning students exclusively are addressed by the AVU Disciplinary Committee in accordance with Act No. 111/1998 Coll., on Higher Education Institutions.