

Code of Ethics Academy of Fine Arts in Prague 2026

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approved by: Prof. Tomáš Pospiszyl, Ph.D., Rector
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The rector of the Academy of Fine Arts in Prague (hereinafter only "AVU") issues this AVU Code of Ethics (hereinafter only "Code")

PREAMBLE

We,
the students,
instructors and other employees
and contractually bound persons
who together form the AVU community
(hereinafter only “AVU Community”),

commit to the values enshrined in this Code of Ethics. We form a community that practices the values of freedom, equality, solidarity, democracy and an open society. Aware of the influence that our actions have on the AVU environment, we accept responsibility for our actions and affirm our commitment to the aforementioned values. We undertake to create an environment and a community that is non-discriminatory, welcoming and guided by the standards of academic and professional ethics.

PART I: GENERAL PRINCIPLES

Article 1

Purpose, objectives and scope

1. The purpose of this Code is to promote the active contribution of every one of us in creating a safe and welcoming environment at AVU for the entire AVU Community. We are aware of our responsibility for the quality of interpersonal relationships, and we take the opportunity to contribute to an open and collaborative AVU Community.
2. The objective of this Code is to lay out the basic principles of ethical behaviour that we undertake to fulfil as the AVU Community.
3. The Code is binding for members of the AVU Community and also serves as a foundation for the activities of the Ethics Committee, the Disciplinary Committee, the Anti-Discrimination Platform and other AVU bodies.
4. The principles enshrined in the Code are spelled out and elaborated in further detail in separate Codes of Conduct.

PART II: ETHICS IN INTERPERSONAL RELATIONSHIPS

Article 2

Dignity and equality

1. We shall treat one another with dignity, respect and a view to every person's unique individuality. We shall act in such a manner so as not to harm the dignity, honour or reputation of others.
2. We shall not tolerate, nor personally engage in, verbal or physical attacks, intimidation, bullying, demeaning behaviour, harassment, and gender-based or sexual violence or persecution.
3. We support equal treatment and reject any form of discrimination, in particular on the basis of race, ethnic origin, nationality, sex, gender, sexual orientation, age, health impairment, faith or world view (hereinafter "disadvantaged groups"). We shall adopt commensurate measures aimed at including disadvantaged groups and actively remove prejudices, barriers and indirect discrimination leading towards exclusion.
4. We are open to new ideas and shall create the conditions for critical discussion. When exercising our freedom of expression, we bear in mind the rights of others and consider the impact of our words. We reject hateful expressions, including racism, ageism, extremism and any other suppression of people's rights and freedoms.
5. We use inclusive language and respect the wishes of others when it comes to the manner in which they choose to be addressed.
6. We shall observe the principles of mutual respect and cooperation at all organizational levels – among employees, between academic and non-academic staff, among students and across all these groups. We support each individual's development with a view to their individual needs.
7. We shall handle personal and intimate information entrusted to us sensitively and, within the realm of possibility, confidentially. We shall verify information that may have a negative impact on other people's dignity.

Article 3

Avoiding conflicts of interest

1. We shall not do anything that might question our objectivity, impartiality and equal approach, and we shall avoid conflicts of interest and their negative consequences. A conflict of interest is any family-based, partner-based, intimate, business or external employee relationship between persons in a hierarchical status in a studio or involving employment, in which one of these persons has or may have influence on the other person at AVU (for instance, by being involved in decisions regarding pay, promotions, functional period, continued employment, instruction, assessment of studies, guidance of work etc.).
2. If doubts exist as to the existence of a conflict of interest, we are obligated to inform a superior (in sensitive cases, AVU's Equality and Diversity Department, hereinafter referred to as "GRID") as to this state of affairs.
3. If we are in a conflict of interest, we shall actively cooperate on resolving this issue and on preventing or lessening its impacts on all affected persons, including third parties. Superiors shall collaborate with GRID and the AVU management to ensure that the most suitable solution to a conflict of interest is found.

Article 4

Basic principles of educational activities

1. We teachers, as persons involved in educational activities, either long-term or temporarily in the position of committee members, are aware of the power inherent in our position, which flows from our different hierarchical status and from our influence on students' academic achievements and their career prospects. We shall handle our powers responsibly and not abuse them.
2. We shall approach each student fairly and endeavour to protect their dignity.
3. We shall pass on our knowledge, skills and experience, and foster a motivational and collegial relationship with the students.
4. We are aware of the fact that we are expected to act as role models for the students on the professional as well as human level.



PART IV: THE ETHICS OF ARTISTIC
AND RESEARCH ACTIVITIES

Article 5
Feedback

1. We are committed to developing our professional, pedagogical, study-related and managerial skills, we are open to feedback, and we are engaged in systematically educating ourselves in this area. As students, we aim to develop the ability to accept critical feedback and to work on our development.
2. We accept and give feedback with humility and objectively, meaning on the basis of an objective, correct and demanding but sensitive assessment of abilities, knowledge and hard work, coupled with an attempt at understanding the other side. We give feedback with respect for the dignity of the person we are assessing, and we shall lay the foundation for further development with an emphasis on specific individual characteristics. As instructors, we shall take note of students' critique of our work.
3. Assessments of academic achievement shall be done impartially and objectively and on the basis of transparent criteria; we shall always treat students collegially and shall not resort to their underestimation, denigration or any form of disparagement.

Article 6
Promoting diversity

1. We shall engage in creative and research activities in a manner that contributes to the development of human knowledge, culture and innovation. To this end, we endeavour to promote its diversity and to protect it from the misuse or unethical application of its results and findings.
2. We respect freedom of thought and of academic and artistic research and practice, as well as freedom of expression, including the publication of academic, research and artistic results.
3. We support a diversity of creative approaches and methods. We shall not evaluate the output of creative activities in personal contexts. We support diversity in artistic activities and are open to new perspectives on artistic methods.

Article 7
Protection of rights

1. We shall protect personal data and respect others' intellectual property rights both in our own work and when handling the work of others. We shall not appropriate the results of other people's work, and we always properly affiliate creative output. We do not engage in plagiarism. In cases of collaborative or group efforts, we always list the co-authors.
2. For digital works, we make use of sources in accordance with their licence. When working with new and developing technologies, we critically consider the ethical dimension of their use and production. We pay heed to data protection, take into account algorithmic bias, and work with a focus on the environmental costs of digital production. We actively avoid the spread of disinformation, prejudices and cultural homogenization.
3. We approach reviews and evaluations responsibly, independently and in accordance with the commissioning organization's rules. We shall elaborate our academic positions carefully, objectively and only within the range of our academic field.

Article 8
Integrity and responsibility

1. We pay heed to the principles of integrity – honesty, consistency, transparency and accountability – at all stages of creative and research activities. When planning, implementing and publishing the results of research, we shall avoid distorting data, manipulating the results or the selective presentation thereof.
2. We shall ensure the transparent documentation and storage of documents associated with research or creative work so that they can be found and verified. Wherever possible, we shall promote an open approach to research results, data and outcome in accordance with the principles of open science.
3. If our research or creative activities involve cooperation with individuals, communities or non-human actors (e.g., animals), we shall respect their rights, safety, dignity and values. We shall ensure the free and informed consent of all participating parties and shall avoid any form of abuse or exploitation. We shall respect the right to participate and not to participate; we promote an atmosphere of trust and care and undertake to ensure transparency and fairness throughout the research process.
4. We understand creative and research activities as activities that exist within the broader cultural and environmental context. We pay heed to the sustainability of our applied methods, materials and approaches, with the aim of producing benefits not just for AVU but for society and the environment.

● V. RESPONSIBILITY FOR EXTERNAL RELATIONS

Article 9
AVU's reputation

1. We shall be conscious of the fact that, by our activities, we are representing AVU to the outside world.
2. As employees of AVU, in our academic and working activities and the promotion thereof, we shall pay heed to its reputation and justified interests. In our collaborations on the local, national and international level, we shall act in accordance with AVU's interests.
3. In our collaboration with external partners, we shall take into account ethical aspects, in particular whether the activity is in accordance with human rights, the principles of sustainability and academic integrity.

Article 10
The environment

1. During instruction and in our collegial activities, we shall share tested approaches to the sustainable use of resources, responsible work with materials and ethical production. This approach follows on AVU's Sustainability Strategy and other related documents and aims to create a cultural space that is responsible not just towards people but towards the planet as well.
2. We shall act in a way that conserves natural resources and is respectful to the environment. We shall consider the impact of our choice of materials in the process of planning our creative activities, and wherever possible, we shall prefer ethically sourced, local or recyclable materials.
3. We shall work with the materials from our creative activities purposefully, effectively and sustainably, and we shall endeavour to conserve energy. We undertake to actively reduce the amount of waste we produce and to make use of tools such as waste sorting, upcycling, recycling and the sharing of materials via a freeshop and other community platforms.
4. We shall not pollute or damage AVU, including its buildings and properties, and we shall handle hazardous materials in accordance with the Sustainability Strategy.

● PART VI: RECTIFYING UNETHICAL BEHAVIOUR

Article 11
Addressing unethical behaviour

1. We are aware of our responsibility for our actions and are not indifferent to unethical behaviour. We take a critical stance towards unethical behaviour around us and shall alert the relevant individuals to such behaviour or provide room for a suitable solution. We shall actively endeavour to address unethical behaviour with an aim to its rectification and prevention in the future. If we learn about unethical behaviour or are exposed to it, we shall use the available AVU tools to seek out safe ways of preventing it.
2. When addressing unethical behaviour, we shall proceed sensitively, confidentially and constructively while seeking mutual agreement. We pay heed to protecting individuals directly affected by violations of the Code.
3. We shall address violations of the Code primarily by contacting superiors, AVU's Anti-Discrimination Platform or GRID, or by directly filing a complaint with the Ethics Committee by requesting that it be convened by the rector.
4. When addressing violations of the Code of Ethics, we shall respect the principle of whistleblower protection. Persons reporting violations of the Code shall not be subjected to any negative consequences resulting from their reporting of unethical conduct as per the Code. AVU shall provide confidential and safe mechanisms for filing a report, including the possibility of anonymous filing.

Article 12
Consequences of violating the Code

1. The observation of the principles established within this Code is among the work-related duties of persons employed at AVU, persons contractually bound to AVU and persons studying at AVU.
2. Serious violations of the rules contained in this Code by persons employed at AVU may have consequences for their employment relationship. For persons contractually bound to AVU, such violations may have consequences for the continued duration of their contracts. In both cases, decisions are made by the rector. With a view to the nature of a violation of the Code or with a view to other circumstances of the particular case, violations of the Code may be assessed as violations of one's obligations arising from legal regulations relating to the performance of one's work or as a failure to fulfil the requirements for the proper performance of one's work. Such an assessment may be associated with the application of the relevant employment contract consequences.

Article 13
Ethics Committee

1. The AVU Ethics Committee is an advisory body to the rector which addresses reports of violations of the Code.
2. The details of the Ethics Committee's functioning and the nominating of members are established in the Rules of Order of the AVU Ethics Committee.

Article 14

1. The Code of Ethics for employees of the Academy of Fine Arts in Prague dated 16 February 2022 is hereby abolished.
2. This decree was discussed at a meeting of the AVU Academic Senate on 3 December 2025.

Prof. Tomáš Pospiszyl, Ph.D.
Rector, AVU

