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Vysoká škola technická
a ekonomická v Prešove

Regulation No. 5/2025	**Internal Regulation of the Institute of Technology and Business in Prešov**

Directive VŠTE No. 5/2025 Code of Ethics

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Prepared by (submitted by)			Rector of VŠTE in Prešov (proposal under Section 31(2) of Act No. 300/2025 Coll.)		
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Code of Ethics

Institute of Technology and Business in Prešov

Directive VŠTE No. 5/2025 Code of Ethics (Smernica VŠTE č. 5/2025 Etický kódex)

2025

Preamble

1. This Code of Ethics may be characterised as both a corporate and a regulatory code of ethics. The Code of Ethics is an expression of the human-rights and legal values and principles applied in the environment of the Institute of Technology and Business in Prešov (hereinafter "VŠTE in Prešov"), as well as in the activities and mutual relations of the members of the academic community of VŠTE in Prešov. It also lays down the ethical principles of conduct of the employees and students of VŠTE in Prešov. The Code of Ethics is an internal regulation of VŠTE in Prešov issued pursuant to Section 31(1)(o) of Act No. 300/2025 Coll. on Higher Education and on Amendments to Certain Acts (Higher Education Act), as amended by Act No. 121/2026 Coll. (hereinafter the "Act"), and in accordance with the Statute of VŠTE in Prešov (Štatút VŠTE v Prešove); it is based in particular on Section 2(b) of the Act (academic integrity), Section 8 of the Act (use of artificial intelligence), Section 11 of the Act (academic freedoms and academic rights) and Sections 101 and 102 of the Act (academic fraud and participation in academic fraud).

2. This Code of Ethics is binding both on the members of the academic community of VŠTE in Prešov (Section 10 of the Act) and on the other employees of VŠTE in Prešov.

3. This Code of Ethics reflects the National Code for Research Integrity and Ethics, which was drawn up under the auspices of the Ministry of Education, Research, Development and Youth of the Slovak Republic (hereinafter the "Ministry") in accordance with Section 9(f) of Act No. 172/2005 Coll. on the Organisation of State Support for Research and Development and on Supplementing Act No. 575/2001 Coll. on the Organisation of the Activities of the Government and the Organisation of Central State Administration, as amended, and was approved by the Government of the Slovak Republic on 28 August 2024.

4. This Code has been drawn up in accordance with the legal regulations of the Slovak Republic, the legally binding acts of the European Union and the European Code of Conduct for Research Integrity (ALLEA). Its aim is to strengthen the culture of academic and research integrity, to prevent unethical conduct and to increase the quality and credibility of all academic and research activities of VŠTE in Prešov in the national and international context. The principles of academic integrity are also an integral part of the Code, because education and study form an inseparable part of the academic environment and of the ecosystem of science and research.

5. Research at VŠTE in Prešov is conducted with regard to social responsibility and the public interest: its results are to contribute to the advancement of knowledge and to bring benefit to society.

6. The handling of complaints concerning breaches of this Code is based on the principles of fairness, impartiality, confidentiality and reasonable time limits.

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Article 1 Basic Terms

1. Research integrity is the primary precondition of high-quality scientific work, consisting in strict adherence to the highest professional and moral standards. Research integrity is defined as the sum of the integrity of scientific work and academic integrity. The main principles of research integrity are responsibility, honesty, respect and reliability.

2. Scientific integrity is a set of principles and ethical values, deontological commitments and professional standards which form the basis of the responsible and correct conduct and behaviour of those who carry out, fund or evaluate scientific research, as well as of the institutions which support and carry it out.

3. Academic integrity is a set of values and rules relating to study and education which ensure that study and education are based on the principles of responsibility and honesty. Integrity is linked to the morality and deontology of the student and the teacher, as well as of the educational institution, and is based on good study and educational practice. The term academic integrity is also defined for the purposes of higher education in Section 2(b) of the Act; this Code is interpreted in accordance with it.

4. Good scientific and research practice is the international ethical and scientific standard for the planning, implementation, evaluation and publication of the results of science, research and development, as well as the ethical and scientific standard of conduct and behaviour of all entities operating in these fields.

5. A breach of the provisions of the Code is conduct or behaviour of natural persons or legal persons contrary to the provisions of the Code.

6. Academic fraud is conduct under Section 101 of the Act, in particular the submission of a final thesis, rigorosum thesis or habilitation thesis which, through the fault of the person submitting it, is not at least partly the result of his or her own independent activity; the use of artificial intelligence outputs in accordance with the rules of VŠTE in Prešov and with an indication of their origin is not considered academic fraud. Participation in academic fraud is conduct under Section 102 of the Act.

Article 2 Scope

1. This Code of Ethics is binding on all members of the academic community of VŠTE in Prešov, on the employees of VŠTE in Prešov and, as appropriate, also on other persons who take part in research, educational or professional activities organised by VŠTE in Prešov (including participants in lifelong learning, participants in short-cycle study programmes and participants in the rigorosum procedure).

Article 3 General Ethical Principles

1. The members of the academic community of VŠTE in Prešov undertake to observe the generally known and respected principles of conduct based on human rights (including compliance with Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Acts (Anti-Discrimination Act), as amended), by which the Slovak Republic is bound and by which VŠTE in Prešov is bound as an institution of higher education. The Code of Ethics is morally binding on the members of the academic community of VŠTE in Prešov and applies, as appropriate, to the other employees of VŠTE in Prešov.

2. Every member of the academic community of VŠTE in Prešov should, in his or her conduct, in particular:

- a) show respect for every human being and respect fundamental human rights and freedoms,
- b) tolerate no physical or psychological violence,
- c) reject discrimination in any form, including sexual harassment,
- d) bear legal, professional and moral responsibility for his or her conduct,
- e) honour freedom of thought, speech, critical thinking and scientific inquiry (academic freedoms and academic rights under Section 11 of the Act), expressing a differing opinion correctly and constructively,
- f) act with honesty, credibility, respect and responsibility,
- g) maintain transparency and reliability in all academic and research activities,
- h) respect the principles of collegiality, fairness and academic cooperation,
- i) observe the rules of political and religious neutrality on academic grounds (Section 12 of the Act),
- j) face conflicts of interest openly and transparently; he or she must not conceal facts which could affect his or her independence in teaching, research, assessment or decision-making: in case of any doubt, he or she reports the conflict of interest to the competent body.

Article 4 Ethical Principles of Education

1. A university teacher, researcher and any other employee at VŠTE in Prešov in particular:

- a) has zero tolerance for academic fraud (Sections 101 and 102 of the Act), whether on the part of an academic staff member or a student (plagiarism, passing off another person's work as one's own, fictitious addition of authors without a real contribution, defence of several degrees on the basis of one and the same thesis),
- b) respects the rights of others, rejects discrimination on grounds of sex, religion or belief, race, membership of a nationality or ethnic group, disability, age, sexual orientation, marital and family status, colour, language, political or other opinion, national or social origin, property, birth, gender identity and gender expression or other status, or on any ground whatsoever,
- c) respects the student's right to free access to education and to the free choice of bibliography within the existing professional and scientific range,
- d) treats students with regard to their human and personal dignity,
- e) treats fellow employees with regard to collegiality,
- f) does not engage in personal humiliation or pressure, intimidation or ridicule, psychological or physical violence, or sexual harassment,
- g) treats students fairly (Aristotle's distributive and corrective justice),
- h) does not exploit the results of students; on the contrary, where these are of a high standard, endeavours to help bring them out in the form of publication; respects that the rights to a work created by a student in the fulfilment of study obligations belong to the student (Section 93(3) of Act No. 185/2015 Coll., the Copyright Act, as amended),

- i) rejects a priori the granting of credits, graded credits, examinations and state examinations in return for anything other than knowledge,
- j) rejects fraud in the selection of questions in examinations and state examinations on the part of the student and on the part of the university teacher,
- k) rejects any fraud in credits, graded credits, examinations and state examinations in the evaluation of study results and, if he or she detects it, treats the fact as a reason for not granting a pass in the partial or overall result being evaluated,
- l) in the case of exceptionally gifted students, endeavours to support their scientific and publishing activity as well as their further progress in obtaining qualifications, including after graduation,
- m) actively ensures that education and study are based on the principles of academic integrity, honesty and responsibility,
- n) provides students with appropriate supervision, guidance and mentoring and strengthens the culture of integrity by his or her own example,
- o) continuously educates himself or herself in the field of ethics and integrity and enables such training also for students and team members,
- p) contributes to creating a safe and inclusive environment with equal opportunities for all, VŠTE in Prešov tolerating no discrimination, bullying or other forms of inappropriate behaviour,
- q) in final theses, final internships and academic outputs, observes the principles of authorship, correct citation and the obligation to disclose conflicts of interest,
- r) where artificial intelligence is used in the design, data processing or formulation of results, ensures that its use is stated transparently and responsibly in accordance with Section 8 of the Act and with Directive VŠTE No. 23/2026 on the Use of Generative Artificial Intelligence by Students and Academic Staff (Smernica VŠTE č. 23/2026 o využívaní generatívnej umelej inteligencie študentmi a akademickými pracovníkmi),
- s) when working with data in education, observes the principles of data management, personal data protection and respect for intellectual property rights,
- t) when assessing students, when reviewing final theses and rigorosum theses and in examinations and state examinations, including examinations held online, uses only artificial intelligence tools approved by VŠTE in Prešov; personally assesses their outputs (in particular the pre-assessment by the AI evaluator or a draft review), because artificial intelligence only prepares supporting material and feedback and never decides, and bears full responsibility for the assessment, the review and the result; does not enter the work or personal data of students and applicants into artificial intelligence tools not approved by VŠTE in Prešov for that purpose (Section 8 of the Act; Directive VŠTE No. 23/2026 on the Use of Generative Artificial Intelligence by Students and Academic Staff (Smernica VŠTE č. 23/2026 o využívaní generatívnej umelej inteligencie študentmi a akademickými pracovníkmi)).

Article 5 Ethical Principles of Research

1. A university teacher and a researcher at VŠTE in Prešov in particular:

- a) observes the principle of voluntary participation of stakeholders in research. Does not use pressure to force anyone to take part in research. Does not carry out other activities (e.g. sales, political propaganda, etc.) under the pretext of research,
- b) adequately informs participants of their role in the research,
- c) does not report fictitious participation in scientific conferences which he or she did not actually attend. If he or she was not an actual participant in the conference, does not seek to obtain confirmation as if he or she had been a participant. If such a confirmation is nevertheless delivered (e.g. the paper was presented by a co-author), does not misuse it to falsely report participation in the conference,
- d) informs research participants orally or in writing of the manner in which the results will be published,
- e) maintains the confidentiality of information about research participants. The researcher must treat the personal data of the persons studied as confidential and must not publish them in a research report or other document; personal data are processed in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR) and Act No. 18/2018 Coll. on Personal Data Protection and on Amendments to Certain Acts,
- f) observes the principle of truthfulness of the data presented (we proceed from Aquinas's definition of truth). The researcher presents the data obtained as objective findings of a theoretical or empirical nature, which he or she must not factually alter, exclude or fabricate as non-existent data,
- g) when obtaining data and scientific results from other sources, the researcher duly identifies them in accordance with the applicable bibliographic guidelines and does not pass them off as his or her own product,
- h) carries out expert opinions or expert assessments with full responsibility, impartiality and the utmost objectivity,
- i) is active in scientific and research activity, regularly conducts research and publishes the results, and regularly takes part in scientific conferences not only at local but also at global level,
- j) uses appropriate and proven scientific methods and ensures proper planning, implementation and documentation of research procedures,
- k) handles the resources entrusted to him or her responsibly and efficiently,
- l) ensures protection and safety in accordance with the regulations, including the protection of people, animals and the environment,
- m) manages research data in a manner consistent with the principles of transparency and FAIR, stores, documents and makes them available as appropriate, while respecting the protection of personal data and intellectual property,
- n) in cooperation and partnerships, concludes clear agreements on objectives, responsibilities and rights to the results and acts in the spirit of shared integrity,
- o) when publishing results, observes the principles of authorship, correctly cites the sources used, discloses conflicts of interest and funding, ensures the correction of errors or the withdrawal of untrue data, avoids predatory platforms and respects negative results as well,

- p) supports the principles of open science and ensures that research results and related data are — where legal and ethical circumstances permit — made available through open access (open access, open data), thereby strengthening the transparency and benefit of research for society,
- q) uses artificial intelligence transparently and responsibly and states its use in the design, data processing and presentation of results (Section 8 of the Act; Directive VŠTE No. 23/2026),
- r) in evaluation and peer review, proceeds objectively, maintains confidentiality, discloses conflicts of interest and ensures high-quality and fair assessment.

Article 6 Breach of the Code of Ethics

1. A breach of the Code of Ethics is any conduct or behaviour contrary to its provisions, in particular falsification or fabrication of data, plagiarism, breach of the principles of authorship, knowingly providing untrue information, manipulation of data, breach of confidentiality, misuse of artificial intelligence, breach of the FAIR principles in data management, breach of the principles of equal treatment, or other conduct contrary to the principles of research and academic integrity.

2. Complaints concerning breaches of the Code of Ethics are dealt with by the standard organisational procedure through the relevant superior employees or through the relevant bodies of academic self-government, with the possibility of referring the case to the Disciplinary Committee of VŠTE in Prešov (Section 30 of the Act) at any stage of the proceedings. Complaints concerning students are dealt with under Section 94 of the Act and Directive VŠTE No. 16/2026 Disciplinary Rules (Smernica VŠTE č. 16/2026 Disciplinárny poriadok); complaints concerning employees are dealt with under the Labour Code, Directive VŠTE No. 11/2026 on Human Resources Management and Personnel Work (Smernica VŠTE č. 11/2026 pre riadenie ľudských zdrojov a personálnu prácu) and the Working Rules of VŠTE in Prešov, the Disciplinary Committee having the status of an advisory body to the Rector in relation to employees.

3. Every person has the right to lodge a complaint concerning a breach of the Code of Ethics, and VŠTE in Prešov guarantees the protection of a complainant acting in good faith. The complainant must not be disadvantaged or penalised for lodging a complaint. If the complaint meets the characteristics of a report of anti-social activity, the procedure under Act No. 54/2019 Coll. on the Protection of Whistleblowers of Anti-Social Activity and on Amendments to Certain Acts, as amended, applies. A complaint may also be lodged electronically through the academic information system AiS2 or from the assigned e-mail address of the student or employee (Section 95(4) of the Act).

4. If a complaint is lodged with the Disciplinary Committee, the Committee decides in one of three ways — the complaint was justified, partly justified or unjustified.

5. A person against whom proceedings for a breach of the Code are conducted has the right to fair proceedings, to comment on the suspicion and to an appropriate defence.

6. If a breach of the Code of Ethics is confirmed, the Disciplinary Committee proposes the further handling of the breach of the Code according to the nature of the act: an explanation of the social harmfulness of the conduct, an oral reprimand or an appropriate sanction, up to disciplinary measures laid down by the internal regulations (for students, disciplinary measures under Section 94(2) of the Act; in the case of academic fraud, also the procedure under Sections 103 and 104 of the Act).

7. When imposing measures and sanctions, the principle of proportionality applies, taking into account the nature and seriousness of the breach, its repetition and the intent of the conduct.

Article 7 Related Regulations

1. This Code of Ethics builds in particular on the following legal regulations:

- Act No. 300/2025 Coll. on Higher Education and on Amendments to Certain Acts (Higher Education Act), as amended by Act No. 121/2026 Coll., in particular Section 2(b), Section 8, Sections 10 to 12, Section 30, Section 31, Section 93, Section 94 and Sections 101 to 104,
- Decree of the Ministry of Education, Research, Development and Youth of the Slovak Republic No. 205/2026 Coll. implementing certain provisions of the Higher Education Act,
- Act No. 269/2018 Coll. on Quality Assurance of Higher Education and on Amendments to Act No. 343/2015 Coll. on Public Procurement and on Amendments to Certain Acts, as amended,
- Act No. 172/2005 Coll. on the Organisation of State Support for Research and Development and on Supplementing Act No. 575/2001 Coll., as amended; the National Code for Research Integrity and Ethics (2024); the European Code of Conduct for Research Integrity (ALLEA),
- Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Acts (Anti-Discrimination Act), as amended,
- Act No. 54/2019 Coll. on the Protection of Whistleblowers of Anti-Social Activity and on Amendments to Certain Acts, as amended,
- Act No. 185/2015 Coll., the Copyright Act, as amended,
- Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR) and Act No. 18/2018 Coll. on Personal Data Protection and on Amendments to Certain Acts,
- Act No. 311/2001 Coll., the Labour Code, as amended.

2. This Code of Ethics builds on the following internal regulations of VŠTE in Prešov:

- Statute of VŠTE in Prešov,
- Directive VŠTE No. 16/2026 Disciplinary Rules,
- Directive VŠTE No. 23/2026 on the Use of Generative Artificial Intelligence by Students and Academic Staff,
- Directive VŠTE No. 27/2026 on Online Examinations and Identity Verification,
- Directive No. 4/2025 on the Requirements for Final Theses (Smernica č. 4/2025 o náležitostiach záverečných prác),
- Directive VŠTE No. 11/2026 on Human Resources Management and Personnel Work,
- Directive VŠTE No. 21/2026 Study Rules (Smernica VŠTE č. 21/2026 Študijný poriadok),
- Directive VŠTE No. 8/2026 Strategy for the Development of Science and Research (Smernica VŠTE č. 8/2026 Stratégia rozvoja vedy a výskumu),
- Directive VŠTE No. 22/2026 on Student Scientific and Professional Activity (Smernica VŠTE č. 22/2026 o Študentskej vedeckej odbornej činnosti),

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– Internal Quality System of VŠTE in Prešov (Vnútorný systém kvality VŠTE v Prešove).

Article 8 Repealing Provisions

This regulation repeals Measure of the Chairman of the Board of Trustees No. 01/2021 Code of Ethics of the Vysoká škola medzinárodného podnikania ISM Slovakia v Prešove (Opatrenie predsedu Správnej rady č. 01/2021 Etický kódex).

Article 9 Final Provisions

1. This Code of Ethics of VŠTE in Prešov was discussed at the meeting of the Board of Trustees of VŠTE in Prešov on 11 August 2025.

2. This Code of Ethics of VŠTE in Prešov enters into force on 12 August 2025.

3. The Disciplinary Committee of VŠTE in Prešov is responsible for compliance with and monitoring of the application of this Code; the Board of Trustees of VŠTE in Prešov is responsible for its updating and amendment and approves amendments on the proposal of the Rector as the body designated by the Statute under Section 31(2)(g) of the Act.

4. This Code of Ethics has no annexes. VŠTE in Prešov publishes the current wording of the Code of Ethics on its website (www.vste.sk).

5. This version was approved and issued by the Board of Trustees of VŠTE in Prešov on the proposal of the Rector (Section 31(2)(g) of the Act) on 29 October 2026. Effective from 29 October 2026.

Prešov, 29 October 2026



doc. Ing. Jakub Horák, MBA, PhD.

Chairman of the Board of Trustees of VŠTE in Prešov