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Decisions

Decision No. 244/3

Approval of the Code of Ethics and Good Practice for Academic, Administrative, and Research Affairs of the University of the Peloponnese

THE SENATE OF THE UNIVERSITY OF THE PELOPONNESE

Having considered:

1. The provisions of paragraph 1 of Article 13, subparagraph b), paragraph 1 of Article 15, subparagraph a), paragraph 2 of Article 217, and Article 434 of Law 4957/2022 (“New Horizons for Higher Education Institutions: Enhancing Quality, Functionality, and the Connection of HEIs with Society, and Other Provisions”) (A’ 141).
2. The provisions of Law 4727/2020 (“Digital Governance — Incorporation into Greek Law of Directive (EU) 2016/2102 and Directive (EU) 2019/1024 — Electronic Communications — Incorporation into Greek Law of Directive (EU) 2018/1972 and Other Provisions”) (A’ 184).
3. Paragraph 2 of Article 5 of Law 3469/2006 (“National Printing Office, Government Gazette, and Other Provisions”) (A’ 131).
4. Certifying Act No. 9780/01-12-2022 (Y.O.D.D. 1175), confirming the election of Athanasios Katsis, Professor of the Department of Social and Educational Policy, as Rector of the University of the Peloponnese, for a full term, effective from the date of issuance.
5. The Rector’s Decision of the University of the Peloponnese No. 620/26-01-2023 (B’ 500), regarding the delegation of responsibilities to the Vice-Rectors, in accordance with Article 12 of Law 4957/2022 (A’ 141).
6. The decision of the Board of Administration No. 10/3/01-06-2023 (ADA: 65PA469B7D-KYS) regarding the formation of the Ethics Committee of the University of the Peloponnese, pursuant to Article 217 of Law 4957/2022.



7. The rectified repetition of the Rector’s Act No. 7411/05-09-2023 [ADA: 6LO4469B7D-071] regarding the formation of the Senate of the University of the Peloponnese for the academic year 2023–2024.
8. Document No. 9253/31-10-2023 from the Vice-Rector for Academic Affairs and Student Matters and Chairman of the Ethics Committee, forwarding the proposed “Code of Ethics and Good Practice” to the Senate for approval.
9. The proposed Code of Ethics and Good Practice of the University of the Peloponnese.
10. That the issuance of this decision does not incur any expense for the State budget.
11. The discussion held during the 244th Senate Meeting (08-11-2023).

Decides:

The Senate **approves the “Code of Ethics and Good Practice”** of the University of the Peloponnese.

The full text of the Code is attached as an **Appendix**, which constitutes an integral part of this decision.

APPENDIX

**Decision 3/08-11-2023, 244th Senate Meeting
CODE OF ETHICS AND GOOD PRACTICE OF THE UNIVERSITY OF THE
PELOPONNESE**

CHAPTER A: Purpose – Scope – Basic Principles

Article 1: Purpose
This Code establishes a framework of principles and rules of ethics and good practice governing the academic, administrative, and research activities of the University of the Peloponnese, with the aim of fulfilling its academic and societal mission.

Article 2: Scope of Application

1. This Code applies **without exception** to all members of the University community.
2. Members of the academic community include faculty (D.E.P.), special laboratory staff (E.D.I.P.), special teaching staff (E.E.P.), special technical staff (E.T.E.P.), administrative and technical personnel, researchers, seconded personnel, students at all levels, and all types of external collaborators.

Article 3: Basic Principles and Rules of Ethics



The mission of the academic community is to produce and develop new forms of knowledge, disseminate it to students and society, apply it for the benefit of the University and society, and achieve the highest standards of education, research, and professional integrity.

1. The fulfilment of the above mentioned mission requires academic ethos which entails obligations beyond mere compliance with laws and regulations.
2. Key characteristics expected from members of the academic community include honesty, integrity, impartiality, transparency, truthfulness, justice, meritocracy, self-respect, respect for the rights of others, duty, and contribution to the prestige of the University.
3. For the above reasons, the present Code is drawn up by the Ethics Committee, which is in force following its approval by the Senate, in accordance with the applicable legislation and applies to the members of the University's academic community. It constitutes a framework of guidelines that is absolutely necessary and useful for the activities of the members of the academic community, reflecting the principles that govern the University's daily operation.
4. Ethical rules define standards for behavior and interactions both within the University and with external stakeholders.
5. The rules of ethics constitute a statement of principles aimed at raising awareness among the members of the academic community, so that all ultimately act in accordance with the principles of academic integrity and scientific thought and research, in line with international standards. The rules of ethics do not constitute a manual of criminal or disciplinary sanctions; however, their violation may trigger procedures for the imposition of administrative and disciplinary penalties, in accordance with the applicable legislation and the regulations in force at the University of the Peloponnese.
6. Through the rules of ethics, daily guidance is provided, defining the framework as well as the system of values and principles that govern the internal and external relationships developed within the University on a daily basis.
7. As mentioned above, the rules of ethics apply to the entire academic community without exception. They are valid and implemented in all activities related to the production and provision of work by the University of the Peloponnese, whether these take place within its premises or elsewhere.
8. All types of external collaborators are also subject to the requirements of the rules of ethics, and strict adherence to them constitutes a fundamental prerequisite for the continuation of any form of collaboration with the University of the Peloponnese.
9. Every member of the academic community must demonstrate integrity and comply daily with the requirements of these specific rules of ethics. The continuous and consistent observance of these rules demonstrates the academic community's commitment to certain principles and promotes the highest possible standards of ethical conduct. At the same time, the present rules serve as a point of reference whenever specific ethical questions arise during the daily professional activities of the members of the academic community.



CHAPTER B: RULES OF ETHICS ON ACADEMIC AND ADMINISTRATIVE MATTERS

Article 4: General Principles for Members of the Academic Community

1. All types of work produced at the University of the Peloponnese are safeguarded through the unhindered application of respect for the principles and rules that govern science, academic freedom, nature and the environment, the biological and intellectual integrity of the human being, human dignity, intellectual property, and the protection of personal data. In undertaking and during the development of work by members of the academic community, the principle of equal treatment must be ensured, and any form of discrimination against them must be avoided, based on nationality, race, color, national or ethnic origin, ancestry, language, gender identity or characteristics, religion, private life, sexual orientation, disability or chronic illness, and their family, financial, or social status.
2. In general, any act constituting discrimination—as defined by the applicable legislation at any given time—and any unacceptable behavior associated with the forms of discrimination mentioned in the previous paragraph must be avoided, in order to prevent the violation of a person’s dignity, particularly through the creation of an intimidating, hostile, degrading, humiliating, or offensive environment.
3. In the workplace, all members of the academic community must behave with due respect, must not engage in any form of direct or indirect discrimination, and must refrain from any form of harassment.
4. The members of the academic community of the University of the Peloponnese, as well as its external collaborators, must strictly adhere, during the production and provision of their work to any stakeholder, both to this Code and, where applicable, to the Code of Ethics governing their specific professional sector.
5. The relationships among the staff members of the University of the Peloponnese must be based on mutual trust and dedication to the mission each has undertaken to fulfill. In all cases, every member of the University’s academic community must treat their colleagues with courtesy, respect, and dignity.
6. The staff members of the University of the Peloponnese must strive to create a healthy working environment and harmonious labor relations. To this end, a climate of trust and cooperation, sincere dialogue, and mutual respect among all colleagues is required, along with faithful adherence to the ethical rules as defined in this Code. Each employee bears responsibility for fostering a work environment that promotes teamwork, democratic functioning, meritocracy, and the protection of individual freedom.
7. The staff members of the University of the Peloponnese must undertake their responsibilities with a spirit of mutual trust and cooperation, so that they are able to carry out any task assigned to them effectively.



8. The staff of the University of the Peloponnese must make every effort to distinguish their personal views from their university duties, ensuring that such views do not negatively influence the fulfillment of the University's mission.
9. The cooperative relationships among employees at the University must promote the proper and efficient production of work. All employees are required to perform their duties with honesty, impartiality, integrity, and due respect toward their colleagues.
10. Workplace harassment of members of the academic community by colleagues, as defined by the applicable legislation, as well as any exploitation of one's position—arising from a high hierarchical status or institutional role—in order to compel others to perform or omit a specific act, make a judgment, or cast a vote, constitutes a serious disciplinary offense.

Article 5: Ethics in Relation to Teaching and/or Research Staff

1. Teaching staff must demonstrate due respect toward the collective bodies of the University of the Peloponnese and participate consistently in them whenever and as prescribed by law. They must not unjustifiably refuse participation in committees established for specific purposes. They must also cooperate with the Internal Evaluation Groups (OMEA) of the Departments and the Quality Assurance Unit (MODIP) of the University of the Peloponnese and ensure the regular completion of the evaluation forms for instructors and courses.
2. Professors and all categories of teaching staff must show equal respect and care to all students, regardless of gender, national origin, religious beliefs, or other convictions. In particular, instructors must devote sufficient time to guiding their students, even on an individual basis, with the students' best interests, as well as their scientific and academic development, as the guiding principles.
3. The use of students in any work unrelated to their academic duties is strictly prohibited, especially for the purpose of obtaining any personal benefit on the part of the instructors.
4. Instructors must treat the University of the Peloponnese's administrative staff with due respect. Specifically, they must not undermine the dignity of administrative employees, nor demand services beyond their official responsibilities, nor require the preferential satisfaction of personal requests that would disrupt the smooth functioning of the University.
5. Staff members, in their public life outside the University, must not use their university status in ways that could potentially discredit the University of the Peloponnese or to gain any form of personal benefit unrelated to their scientific expertise.
6. All members of the academic community must, in their public statements or actions, refrain from behavior that could damage the reputation or standing of the University of the Peloponnese.
7. Members of the University of the Peloponnese must avoid any appropriation of students' intellectual work (e.g., publications derived from doctoral dissertations or postgraduate theses, or papers presented at conferences or in journals) for publication or for personal gain.



The participation of students in research projects of any kind, whether funded or not, must be defined in writing and explicitly mentioned in the project's documentation.

The members of the teaching staff of the University of the Peloponnese, in addition to the general obligations arising from the Civil Service Code and the professional codes applicable to their field, are required to:

- a. Comply with the laws of the State and the regulations of the University.
- b. Protect and promote the prestige of the University of the Peloponnese.
- c. Refrain from any act that constitutes exploitation of their position in relation to students or junior teaching staff.
- d. Act based on scientific freedom and independence, their conscience, and use merit-based criteria in their decisions.
- e. Use their exact academic title and the full name of the University of the Peloponnese, as well as the School and Department to which they belong.
- f. Consistently fulfill their teaching duties and refrain from assigning courses to third parties without prior approval from the Department's governing body.

Article 6: Ethics in Relation to Students

1. The principles of mutual respect, solidarity, and cooperation established in the previous article, which govern the relationships between instructors and other University staff, apply equally to all students of the University of the Peloponnese—undergraduate, postgraduate, doctoral candidates, and postdoctoral researchers—both in their interactions with their fellow students and with other members of the academic community.

2. A fundamental ethical principle for students is the acquisition and consolidation of knowledge and skills through legitimate and acceptable means, so that these may subsequently be applied, transmitted, and further developed in accordance with ethical standards and for the benefit of society.

Within this framework, students must refrain from any form of appropriation of another person's intellectual work (plagiarism) in the preparation of assignments or projects required during their studies.

Such appropriation of intellectual work is entirely inconsistent with the principles of academic ethics and may also constitute a violation of the applicable intellectual property legislation.

3. The following are strictly prohibited:

- a) The use of others' intellectual creations and their presentation by students as their own when fulfilling specific academic or research requirements;
- b) The presentation of jointly prepared assignments as individual work;
- c) The resubmission, in whole or in part, of an assignment previously submitted to meet other or earlier academic or research requirements.

Violation of the above constitutes a serious disciplinary offense for students committing such infractions (see University of the Peloponnese, *Regulation Against Plagiarism*, June 2021).



4. Regarding the use of artificial intelligence technologies in the preparation of assignments, it is emphasized that the sections of any work produced through AI systems or applications must be explicitly and clearly identified. The parts generated using AI, the technologies employed, and the exact prompts submitted to the AI system to produce each section must be specified. It must be understood that the Code of Ethics concerns behaviors, not tools or technologies. Generally, the use of artificial intelligence to draft all or part of an assignment falls under the previous paragraph's prohibition—specifically, “the use of third-party intellectual creations and their presentation by students as their own when fulfilling specific academic or research requirements.”
5. Impersonation during any examination or assessment process established for evaluating students' knowledge, skills, and competencies is strictly prohibited and constitutes both a disciplinary and a criminal offense.
6. During any examination process, all forms of cheating, collaboration with third parties, and the use of any kind of aids, notes, or electronic devices are strictly prohibited. The use of aids and notes is allowed only when the person responsible for the examination process explicitly permits it.
7. Students are required to follow the teaching and examination procedures in accordance with the University Regulations, the study program, and the internal regulations of the individual departments and other structures of the University of the Peloponnese.
8. During any examination process, students must present their student identification card or another valid public document proving their identity to the person responsible for the examination process or to an authorized person overseeing it.
9. The sharing of a personal student code or the granting, in any way, of the right to be evaluated in a course by another person is strictly prohibited.
10. Students must comply with evaluation procedures (exams, assignments, etc.) under rules ensuring equality and transparency.
11. Students must fulfill their formal and substantive obligations, participate in the courses and activities of their Department and the University, stay informed about their courses and studies through printed and electronic announcements, and participate honestly and selflessly in course evaluations.
12. Students may submit requests or appeals related to their studies, either collectively or individually, to the teaching staff, the Department Chair, the Department Assembly, and the Dean of the School. For violations of ethical or academic quality standards, they may contact the Student Ombudsman or the competent Vice-Rector.
13. Students must respect the University's buildings and facilities, keep both indoor and outdoor spaces clean, and comply with safety regulations.
14. Students have the right to meet with teaching staff regarding academic matters during designated office hours, as well as with their academic advisors.



15. Students have the right to request to see their graded exam papers and receive explanations regarding their grades, in accordance with the internal regulations and study program of each Department.
16. Students have the right to contact the administrative services of the Departments and the University during the announced office hours, exercising any right granted by law, as they are considered adults in their relationship with the University.
17. Students are invited to participate periodically in the evaluation processes of the teaching staff and University structures, aiming to improve the quality of studies at the University of the Peloponnese.
18. Students are encouraged to participate in the Student Council, according to legal provisions, ensuring the smooth, lawful, and efficient operation of the University.

CHAPTER C: CODE OF ETHICS ON RESEARCH MATTERS

Article 7: Scope of Application

The rules of research ethics apply to all research and development activities conducted under the responsibility or participation of the University's scientific personnel, whether within or outside University premises, and whether funded or not.

Researchers include members of the Teaching and Research Faculty (Δ.Ε.Π.), Laboratory Teaching and Technical Staff (Ε.Ε.Π. – Ε.ΔΙ.Π. – Ε.Τ.Ε.Π.), Emeritus Professors (if they participate in the School's teaching activities), postdoctoral researchers, PhD holders and candidates, postgraduate students, as well as university graduates or graduates of equivalent institutions in Greece or abroad who have an official relationship with the project being carried out.

The ethical rules for research also apply to activities involving specialized research services, training programs, or other scientific applications managed by the University's **Special Account for Research Funds (Ε.Λ.Κ.Ε.)** and the **Center for Lifelong Learning (KEDIVIM)** of the University of the Peloponnese.

Article 8: Rules of Research Ethics

1. Research must be conducted with respect for scientific truth, academic freedom, life, nature, and the environment, the biological and intellectual integrity of human beings, human dignity, intellectual property, and personal data (taking into account the Data Protection Policy of the University of the Peloponnese).

During research implementation, informed consent must be obtained from all study participants, who retain the right to withdraw their consent freely at any time.

Specific issues concerning the processing of personal data for scientific research purposes are governed by the applicable legal and regulatory framework, as well as by the University's Personal Data Protection Policy. In the implementation of research, any form of adverse discrimination must also be avoided, as defined by the applicable legislation, based on



nationality, race, color, national or ethnic origin, ancestry, language, gender identity or characteristics, religion, private life, sexual orientation, any disability or chronic illness, and family, economic, or social status.

2. Researchers must comply with applicable legislation and stay informed about guidelines related to research. They must also commit to upholding general principles concerning the protection of human rights, equality, public health, child protection, and the protection of socially sensitive groups, as well as biodiversity. Researchers are obliged to maintain mutual respect, confidentiality, and the right to equal treatment. They are personally responsible for their actions or omissions in accordance with applicable law, international declarations on bioethics, and human rights. Senior researchers are also responsible for mentoring junior researchers in scientific thinking, methodology, and research ethics, focusing solely on the advancement of research activities.

3. Researchers must adhere, during research, to general and specific safety rules in all University of Peloponnese facilities, principles of sound, transparent, and effective financial management, and the professional ethics of their field. They enjoy the constitutionally protected freedom of research. However, they must take all necessary measures to protect it from external political, ideological, or other pressures and interventions. Additionally, researchers must take all necessary and legally mandated scientific measures to protect the health of those involved in research programs from accidents or other effects that may arise under the specific conditions of the research.

4. Regarding the use of artificial intelligence technologies in the preparation of assignments, deliverables, or research results, it is emphasized that if part of the result—especially a report or publication accompanying the research results—has been produced using AI systems or applications, this must be clearly indicated, specifying the passages produced with AI, the technologies used to generate them, and the prompts entered into the AI system to produce each passage. In general, regarding AI use for writing all or part of a paper, the research conducted must be original and reflect the views of the researchers themselves. Therefore, the outputs and accompanying texts must align with this principle.

5. When undertaking, conducting, and publishing research results, researchers must ensure that:

- a) all necessary permits for conducting the specific research have been obtained from the competent authorities;
- b) no conflicts of interest exist or will arise that could prevent or hinder objective and scientifically valid research;
- c) any special legal provisions applicable to the specific type of research are observed, such as for social research involving sensitive social groups, biological sciences involving clinical studies, or the handling of hazardous substances and waste;
- d) national legislation on personal data protection is never violated; and
- e) intellectual property protection is never violated.

6. To address any of the above five issues, researchers must consult the Research Ethics and Deontology Committee of the University of Peloponnese to receive appropriate guidance. Once this is done, researchers must maintain a record of the correspondence to prevent future undesirable situations.



- 7.** Researchers must not repeat the research of others unless scientifically justified and always with reference to the works and researchers/authors cited. Plagiarism and appropriation of others' achievements are strictly prohibited. Researchers must act in accordance with current legislation on the protection of intellectual property and patented inventions.
- 8.** Researchers must disclose the source(s) of their research funding. Funding agreements must not include terms that clearly jeopardize the researchers' freedom in designing, conducting, or publishing their research. Furthermore, researchers must not accept funding conditions that compromise their freedom, the reputation, or interests of the University of Peloponnese during the design, execution, and publication of research.
- 9.** Researchers are required to mention in every publication the institution they belong to, using the full Greek and foreign-language title of the University of Peloponnese. For specific Schools or Departments, corresponding terms may also be used, e.g., *School of Arts, Department of Theatre Studies, University of Peloponnese – Σχολή Καλών Τεχνών, Τμήμα Θεατρικών Σπουδών, Πανεπιστήμιο Πελοποννήσου.*
- 10.** In designing and conducting a research program, the rules of scientific documentation must be followed. Fabrication, falsification, and suppression of research results are strictly prohibited. Researchers must maintain complete records of the progress and results of the research program to enable verification while ensuring intellectual property rights in every case.
- 11.** Those responsible for research programs must provide clear, honest, and sufficient information to citizens participating in them about the program's objectives. Whenever the consent of a participant is required, the information must be complete, and a record of signed consent forms must be kept. It is also necessary to inform those directly affected by the research, even if they are not participants. In all cases, program leaders must comply with legislation regarding personal data protection and the corresponding policy of the University of Peloponnese.
- 12.** Collaboration between professors, other teaching staff, and personnel on research projects must not interfere with their core teaching and administrative duties at the University, nor with their ability to make objective scientific judgments in collective bodies, evaluations, and promotion assessments.
- 13.** A prerequisite for using the University of Peloponnese facilities by the scientific lead of a research project is their status as a member of the University's academic community, according to the law. This includes emeritus professors and retired faculty, provided they participate in the School's or Department's educational program. However, research activities must not disrupt educational or other processes and functions in University facilities. If research is conducted off-campus by faculty members, the facilities must be suitable and, if possible, certified. When research programs involve collaboration with other universities or institutions, researchers must respect the established ethical and bioethical principles of all partner institutions.
- 14.** When part or all of the research results are published, the University of Peloponnese must be mentioned, as the research was conducted within its facilities.



15. Serious violations of this Code by research collaborators, or their failure to comply with instructions from Scientific Supervisors regarding ethical breaches, may result in their replacement.

16. Leaders of collective research must not appropriate research findings for personal promotion, and the contribution of each participant to the research results must be clearly determined and acknowledged.

17. In collective research, the leader is responsible for ensuring that all members of the research team adhere to ethical principles. Respect for individual contributions and transparency and mutual communication are obligations for all research participants.

18. Serious legal violations by research leaders may justify the termination of the research project following a decision by collective bodies.

19. Research leaders and participating researchers must ensure compliance with applicable law regarding safety measures during research activities. If inadequate safety arises from insufficient infrastructure or equipment, the research leader must notify the competent authorities at the University of Peloponnese to ensure immediate corrective measures are taken.

Article 9: Human Research

Research involving humans must be conducted with absolute respect for their bioethical, physical, and mental integrity. Researchers are bound by law and universally recognized principles, including:

- The principle of human dignity and protection of fundamental rights
- The principle of freedom and equality
- The principle of public health protection
- The principle of protection of children and vulnerable groups
- The principle of personal data protection

The research ethics policy of the University of Peloponnese is based on widely accepted principles and practices governing research involving human participants.

- Minimal risk of negative consequences for participants and researchers.
- Potential benefit to society.
- Respect for the dignity of participants.
- Minimal risk of negative impact on the environment.
- Free consent of participants or special safeguards where this is not possible.
- Transparency in declaring sources of funding.



- Confidentiality of information provided by participants and researchers, and anonymity of respondents.
- Respect for privacy and protection of personal data (in accordance with the law and the University of Peloponnese policy) of research participants.
- Recognition of assistance and support.
- Proper publication and dissemination of research results.
- Independence and impartiality of researchers.

Special types of research conducted in accordance with Greek and European legislation, which must follow international and European standards, include the following:

A) Social research based on participation of:

1. Individuals with special needs, for whom third-party consent is required.
2. Individuals aged 16–18 years.
3. Individuals under 16 years.
4. Minors.
5. Adult volunteers.
6. Specific patient groups.

B) Research involving sensitive population groups, such as:

1. Prison inmates.
2. Residents of psychiatric or other institutions (psychiatric hospitals, mental health centers, group homes, nursing homes, hostels, etc.).
3. Groups with particular racial, religious, or cultural characteristics.
4. Refugees.

Article 10: Intellectual Property Rights

1. Reproduction of all or part of the intellectual works of third parties (books, articles, papers, etc.), as well as translation, adaptation, falsification, or imitation without the creator's permission is prohibited. This prohibition applies regardless of the form of reproduction (printed, electronic, photographic, etc.) and constitutes a disciplinary offense. Exceptions include:
 - a) Reproduction of articles or papers published in newspapers or journals, short excerpts from works, or visual art works legally published, exclusively for teaching or examination purposes, to the extent justified by the purpose, consistent with good morals, not impeding



normal exploitation, and accompanied by the source and names of the creator and publisher, if these appear in the source.

b) Reproduction by the University of Peloponnese Library of an additional copy of materials in its collection to preserve it or transfer it to another non-profit library or archive, if obtaining a copy from the market in a short time under reasonable conditions is impossible.

c) Reproduction of a work in special forms exclusively for the benefit of Persons with Disabilities (PwD), for uses directly related to the disability and not for commercial purposes, to the extent required by the specific disability and in accordance with applicable law.

2. Every creator or co-creator of any intellectual work has the right to be clearly acknowledged as such, enjoying any property rights arising from the work. Failure to acknowledge the contribution of third parties in any published work, or including someone as a creator or co-creator who did not contribute actual intellectual work, constitutes a disciplinary offense.
3. In the case of a collective intellectual work, where more than one person has contributed, all contributors must be acknowledged as co-creators, possibly in order of the significance of their contribution.
4. If the intellectual work is the final output of a paid research project assigned via contract—either by a public or wider public sector body or a private entity—special care must be taken to comply with contractual obligations, which may limit or potentially limit the property and moral rights of the creators of that work.
5. Regarding the exploitation of property rights that may arise from industrial or intellectual property rights, either by the creator or the inventor, there may be limitations that must be examined on a case-by-case basis. This applies to works produced using resources or funding from the University of Peloponnese or another institution.
6. “Plagiarism” is defined as incorporating ideas, excerpts, or individual phrases from a third party’s work into one’s own intellectual work without citing the source.

Plagiarism constitutes a serious disciplinary offense for members of the academic community (see University of Peloponnese, Anti-Plagiarism Regulation, June 2021).

7. It is considered self-evident that both the postgraduate thesis and the doctoral dissertation are original works of the candidate submitting them for evaluation to the competent committees of the University of Peloponnese, who must sign a declaration confirming their authenticity. Postgraduate theses and doctoral dissertations are deposited in the Library of the University of Peloponnese in accordance with its regulations. The University of Peloponnese reserves the right to publish theses and dissertations on a suitable website.



8. If a graduate of the University of Peloponnese publishes their postgraduate thesis or doctoral dissertation in any form, they are obliged to mention the University of Peloponnese, as well as the School and Department where the work was conducted.
9. In the case of research publications, all individuals who have made a substantial contribution to the development of the work must be listed as co-authors.
10. For research projects conducted by the University of Peloponnese, and to regulate intellectual property issues from the outset, the University must require the signing, at the actual start of the research projects, of contracts and agreements between the University, the project funder, the project lead, and all members of the research team participating in the project. These agreements ensure an initial consensus on intellectual property issues and safeguard the smooth execution of the research program.

To enable immediate protection of research outputs and optimize potential financial exploitation, the researcher must promptly notify the competent University authorities in writing and provide all necessary assistance to secure and manage intellectual property rights and prepare exploitation contracts with third parties. For this purpose, the researcher must comply with the current University of Peloponnese Regulation on “Intellectual Property Protection and Management.” Any exploitation agreement regarding protected works or programs in which the University may claim rights cannot be concluded in any form without prior approval from the competent University authorities.

11. Scientists at the University of Peloponnese acquire intellectual property rights over the subject of the research they conduct and its outputs according to their degree of contribution. They must keep complete records of the progress and results of a program to enable verification of the work and protection of intellectual property rights, taking all reasonable measures to maintain confidentiality. When the project lead issues a printed or electronic version of part or all of the research results, they must clearly state the University of Peloponnese, as the research was conducted on its premises. They must also list the names of all members of the research team. Anyone who becomes aware, officially or unofficially, of the progress or outputs of the research before its completion and publication must maintain full confidentiality and refrain from exploiting the knowledge or research results for personal or third-party benefit. Researchers must also comply with the conditions set by the funding body.

CHAPTER D: ETHICS COMMITTEE

Article 11: Purpose of the Ethics Committee

The purpose of the Ethics Committee is to supervise the faithful implementation of the ethical principles defined in this Code of Ethics, ensure adherence to these rules by all members of the University of Peloponnese, and identify any violations.

Article 12: Establishment of the Ethics Committee

1. The Ethics Committee of the University of Peloponnese is established and operates according to Article 217 of Law 4957/2022. It consists of one Vice-Rector, as Chair, and four (4) faculty



members (Teaching and Research Staff, D.E.P.) of the University, preferably from different Schools, appointed by the University's Administrative Council. Four (4) alternate members are also appointed to replace any absent or incapacitated regular members. The Committee's term is two years.

2. The Vice-Rector chairs the Committee. In their absence or inability to participate in meetings, the senior regular faculty member of the Committee, based on the publication date of their appointment to the first rank in the Government Gazette at the University of Peloponnese, substitutes for them.

3. The secretarial support of the Committee is provided by a permanent administrative staff member of the University of Peloponnese, also appointed by the Administrative Council for a two-year term. With the appointment of the secretary, a deputy secretary is also designated. In case a deputy secretary is not appointed, the Ethics Committee may designate a replacement during its meeting, selecting from the permanent administrative staff of the University of Peloponnese.

Article 13: Operation of the Ethics Committee

1. The Ethics Committee holds meetings either in person or via teleconference. The possibility of teleconference meetings may apply to certain members or all members. For cases where the Committee meets via teleconference or a hybrid method, the e:Presence electronic platform is used to fully ensure the confidentiality and security of the teleconferences. The processing of personal data during teleconference meetings is in accordance with applicable law.

2. The Chair determines the day, time, location, and format of the meetings and invites the regular members to participate, noting that they should inform their deputies in case of absence or incapacity. Invitations are sent electronically at least forty-eight (48) hours before the scheduled meeting time, via email with delivery confirmation or any other suitable electronic means, provided communication is verified, and the date, time, and sender's signature are recorded.

3. In urgent cases involving a likely violation, suspicion, or indication of a violation—especially when the severity of the violation or pressing public interest necessitates disciplinary action to prevent danger, or when the Committee lacks sufficient time to immediately evaluate the matter based on its significance—the Ethics Committee must immediately inform the Rector and receive guidance and instructions on handling the case.

4. Alternate members, if they wish, may attend Committee meetings as observers, without the right to express opinions or participate in decision-making, provided the corresponding regular member participates in the meeting.

5. Some Committee meetings may be recorded if, at the start of the meeting, all present regular members and alternate members covering absent regular members give their consent. The recordings are intended solely for drafting the minutes and are destroyed after completion. No one



is entitled to a copy. Responsibility for maintaining, processing, and destroying the recordings lies with the Committee Secretary.

6. The Secretary is responsible, jointly with the Chair, for maintaining and drafting the minutes of the Ethics Committee meetings. Minutes are prepared concisely and electronically. After finalization, they are signed by the Chair and Secretary and shared electronically with all Committee members, regardless of their attendance.

7. Committee decisions must be justified, kept on record, communicated to interested parties, and forwarded to the Rector. The operation of the Ethics Committee is otherwise governed by the Administrative Procedure Code and the University's Internal Regulations.

8. Committee members are obliged to maintain confidentiality regarding all reports, complaints, and any information or materials that come to their knowledge, in accordance with the law.

Article 14: Responsibilities of the Ethics Committee

The Ethics Committee has, in particular, the following responsibilities:

a) Drafts a "Code of Ethics and Good Practice" for academic, administrative, and research matters, which is approved by the Senate and incorporated into the University of Peloponnese Internal Regulations. In drafting the Code, applicable law, best practices adopted by universities domestically or abroad, and general operating conditions of the University are taken into account.

b) Ensures compliance with ethical rules by all members of the University of Peloponnese and identifies violations.

c) Prepares an annual report on adherence to, implementation of, or need for revision of the ethical rules, submitted to the Rector and communicated to the University Senate at the beginning of each academic year.

The Ethics Committee may propose the revision of the Code of Ethics to the Rector, with a corresponding notification of its recommendation to the Senate of the University of Peloponnese, in accordance with the specific provisions of the law. This recommendation is submitted at the beginning of the relevant academic year as a complement to the Ethics Committee's Annual Report, which is prepared and submitted to the Rector and the Senate in accordance with the law.

Article 15: Examination of Alleged Violations

1. The Ethics Committee does not act as a disciplinary body and has no authority to impose disciplinary sanctions.



2. The Ethics Committee examines, either on its own initiative or following a written report or complaint by students, faculty members (D.E.P.), research staff (E.E.P., E.D.I.P., and E.T.E.P.), researchers, visiting instructors, and administrative personnel, matters within its competence to determine whether ethical rules have been violated, or investigates relevant incidents following the Rector's instructions.
3. In examining a case of an alleged violation, the Ethics Committee considers, in particular:
 - a. the type of alleged violation, suspicion, or indication of a violation, and the facts presented based on the report, complaint, or notification,
 - b. the available evidence and information regarding the alleged violation, suspicion, or indication,
 - c. the content of the report, complaint, or notification,
 - d. the urgency regarding measures to address the situation,
 - e. the number and status of any pending cases and the related workload,
 - f. the adequacy of time available to properly address the case.
4. The Ethics Committee may request from the relevant services of the University of Peloponnese, following notification of the Rector, any documents or information deemed necessary in the course of its responsibilities concerning the case under review to determine whether a violation occurred. Such requests may be submitted via email to the relevant service or responsible employee of the institution, with a copy sent to the Rector.
5. For optimal evaluation of the matters before it, the Ethics Committee takes into account the opinions of all interested parties. It is also entitled to request the submission of documents it considers necessary and, if required, the personal presence of the involved parties.
6. If a violation of ethical rules is established, or if an investigation reveals a disciplinary offense, the Committee submits a related report to the Rector for evaluation and to take the appropriate legal action.
7. The Ethics Committee prepares a report even in cases where, during the examination of a case, no violation is determined in its judgment. In such cases, the report is filed and made available to the Rector.

This decision is to be published in the Government Gazette.

Tripoli, November 8, 2023
The Rector
ATHANASIOS KATSIS