



Title	Ethics Policy	
Policy number	GSU-HR-015	
Compiled by:	The Registrar's Office	
Recommended by:	Nominations and Human Resources Committee	
Approved by:	Council	
Date of approval	12 APRIL 2024	

CODE OF ETHICS FOR GWANDA STATE UNIVERSITY

1. Preamble

1.1 A code of ethics is a set of principles designed to guide members of an organization in conducting the business of the organization honestly and with integrity. The code of ethics outlines the mission, values ethical principles, and standards to which an organization adheres.

1.2 The proposed code of ethics for Gwanda State University is a value-based one that emphasizes adherence to the core values and ethical principles of the University.

2. Purpose of Code of Ethics

2.1 A code of ethics provides a clear framework for behavior, helping members of an organization to distinguish right from wrong.

2.2 It serves as a pre-emptive warning, ensuring that individuals understand the rules and consequences. Violating a code, of ethics can result in sanctions, including termination.

2.3 A code of ethics helps characterize a business to its stakeholders.

3. The Ethical Principles

3.1 The Core Values of Gwanda State University are:-

- Integrity (honesty and holding high principles of proper conduct);
- Equity (fairness and impartiality)
- Innovativeness (Creative thinking);
- Accountability (answerability and responsibility)
- Excellence (quality of being outstanding);
- Esprit De Corps (feeling of pride and mutual loyalty shared by members at Gwanda State University)
- Ubuntu (Social Compatibility).

3.2 The aforesated core values of Gwanda State University inform the behavior and conduct of staff.

4. Policy Provisions

4.1 Quest for Knowledge and Scholarship

Staff members should actively pursue knowledge, engage in scholarly activities, and contribute to the academic community.

4.2 Academic Freedom

Encourage academic freedom, allowing staff to express their ideas and engage in research without fear of reprisal.

4.3 Honesty and Accountability

Uphold honesty in all professional interactions and be accountable for one's actions.

4.4 Justice and Fair Play

Treat colleagues, students, and others fairly, ensuring equal opportunities and impartiality.

4.5 Respect for Others

Show respect for diverse perspectives, cultures, and backgrounds.

4.6 Personal Integrity

Maintain personal integrity, avoiding conflicts of interest and unethical behavior.

4.7 Professional Development

Encourage continuous learning and growth.

4.8 Equity and Access

Ensure equal access to programs and development opportunities.

4.9 Privacy and Confidentiality

Respect privacy and maintain confidentiality.

4.10 Academic Integrity

Uphold academic honesty and discourage dishonest practices.

4.11 Use of University Property and Resources

Exercise good stewardship over University property and resources.

4.12 Ethical Conduct of Research

(See Research Ethics Policy)

4.13 Conflict of Interest

Take steps to avoid any situation or relationship which is likely to lead to a conflict of interest, since such a situation would compromise the performance of one's duties. A member of the university, wherever possible, shall declare his/her interest in any matter where he/she is involved.

4.14 Lawful Obedience

It is incumbent on all members of the University to act lawfully and to comply with all applicable laws, policies, and workplace rules.

4.15 Harassment

The University does not tolerate all forms of harassment (bullying, disability, racial, ethnic, sexual harassment). Disciplinary action will be taken against perpetrators of harassment.

4.16 Public Disclosure

Members of the University Community have an obligation, as a service to the University, to bring suspected violations of applicable laws, policies, regulations, and other requirements to the attention of the University, through the existing channels of communication, such as the Registrar's office, Office of Internal Audit (for financial irregularity) and the Vice Chancellor's Office.

5. Interrelation with Existing Codes and Policies

- 5.1 This code of ethics should be read in conjunction with other codes and policies that are in place, such as the Academic Research Code of Ethics, Sexual Harassment

Policy, Gender Policy, and Statutory Instrument No. 15 of 2006 (for labour-related matters).

6. Review of the Policy

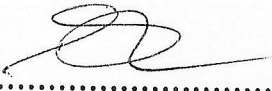
6.1 Every three to five years, or whenever changes to the law are required, this policy must be updated.

7. Interpretation

7.1 The Registrar's Office is in charge of interpreting the policy.

8. Effective date

8.1 The Council Chairperson's signature will mark the start of the policy's implementation.

Approved..........Date: 10/06/24.....

Chairperson, Council