DENNIS GABOR UNIVERSITY

THE ETHICAL CODE OF CONDUCT

OF DENNIS GABOR UNIVERSITY

Budapest, 17 February 2026

Dr. Krisztina Zimányi
Rector

Dr. Ferenc Dietz
President

The Senate of Dennis Gabor University hereby adopts the University's Ethical Code of Conduct as set out below, in accordance with the provisions of Act CCIV of 2011 on National Higher Education, Act I of 2012 on the Labor Code, and Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities.

Preamble

The community of Dennis Gabor University (hereinafter: the "University") is committed to professional integrity, respect for human dignity, the responsible application of knowledge, and University operations founded on co-operation and mutual esteem.

The University's core values include high-quality education and the transfer of knowledge, encouraging innovation and continuous professional development, recognising individual achievement, and safeguarding the institution's good reputation and integrity.

This Code provides guidance, in line with these values, for members of the University community, supporting ethical conduct, fair and constructive conflict management, and strengthening trust in the University community.

The legal relationship between the University and its students is established on a contractual basis. One of the fundamental principles of the European legal and cultural tradition is that contracts must be honoured by all parties; moreover, the relationship between the University's teaching staff and students should be characterised by fairness, collegiality, and a commitment to co-operation and mutual understanding.

Chapter I
GENERAL PROVISIONS

Section 1
Purpose of the Code

(1) This Ethical Code of Conduct (hereinafter: the "Code") sets out the University's ethical values and principles; defines the ethical standards and behavioural expectations to be observed by members of the University community; and establishes the procedural framework for handling ethical breaches. The purpose of the Code is to provide guidance on ethical, responsible and fair conduct, in particular in decision-making situations requiring moral judgement.

(2) The Code primarily lays down guiding principles in ethical and conduct-related matters for which legislation or the University's other internal regulations do not contain detailed provisions. The provisions of the Code do not replace applicable laws or University regulations; rather, they are to be applied in harmony with them, as an autonomous system of ethical norms.

(3) The Code further aims to promote the establishment and maintenance of a safe University environment based on co-operation and mutual respect, thereby contributing to strengthening the University's good reputation, preserving its professional and moral integrity, and educating socially responsible intellectuals.

Section 2
Scope of the Code

(1) The personal scope of this Code extends to all members of the University community, in particular the University's students and those who are engaged by the University under

an employment relationship or any other legal relationship for the performance of work, whether in academic or non-academic roles, irrespective of their nationality, the form of study and language of instruction, or the legal basis, nature or position of their engagement.

(2) For the purposes of this Code, a "member of the University community" means any person referred to in paragraph (1).

(3) The scope of this Code covers the University-related activities of members of the University community, and also conduct occurring outside the University which is capable of affecting the University's good reputation, public perception or institutional integrity.

Chapter II
GENERAL ETHICAL STANDARDS OF THE UNIVERSITY COMMUNITY

Section 3
General Ethical Principles Applicable to the University Community

(1) Members of the University community, and persons supporting the University's objectives, are entitled to respect for their human dignity and fundamental rights, and are likewise expected to act respectfully towards others.

(2) Members of the University community shall respect human rights, fundamental freedoms and cultural values; accept differences between people; and, in matters of religion and belief, behave in a manner that respects the convictions of others.

(3) Members of the University community shall act loyally towards the University; demonstrate co-operative, respectful and supportive conduct within the community; and uphold the principle of mutual respect and co-operation.

(4) Members of the University community shall safeguard and strengthen the good reputation of the University and its community; respect the human dignity and personality rights of others; and use the University's assets responsibly.

(5) When acting on behalf of the University or in connection with its operations, members of the University community shall refrain from political activity and from expressing political opinions, as well as from any manifestation that violates the dignity of others or is hateful, threatening or harassing in nature. In making public statements, they shall exercise heightened caution.

(6) Members of the University community shall refrain from obtaining unauthorised advantages; take action against conduct that contravenes this Code; seek to resolve ethical conflicts primarily by peaceful means; and refrain from any abuse of ethical proceedings.

Section 4
Ethical Requirements of Leadership Responsibility

(1) Any person holding a managerial position at the University — including elected leaders — shall perform their duties in a competent, ethical and exemplary manner, and shall adhere to the University's values in their decisions and actions.

(2) Leaders shall endeavour to create and maintain a working environment that is supportive, co-operative and respectful, and that fosters the professional development of those they supervise.

(3) Leaders shall handle professional and interpersonal conflicts fairly and transparently; make decisions on the basis of objective criteria; and refrain from any conduct that constitutes an abuse of managerial authority, in particular retaliation, unjustified preferential treatment, and discrimination.

Section 5
Ethical Principles of Teaching and Academic Activity

(1) Teaching staff shall, through their work, promote students' professional, personal and moral development, and shall convey and uphold the principles of academic integrity and responsibility.

(2) Teaching staff shall carry out their work competently, responsibly and with credible exemplary conduct; continuously develop their professional knowledge; and take action against any conduct that violates the ethical standards of teaching or academic activity.

(3) Teaching staff shall assess students' performance impartially and consistently, taking into account the specific nature of the teacher–student relationship.

(4) Teaching staff shall clearly separate their teaching and academic activities from any other social, economic or political roles not related thereto, and shall demonstrate co-operative and supportive conduct within their professional community.

Section 6
Ethical Principles Applicable to Students

(1) Students shall behave towards members of the University community in a co-operative, respectful and responsible manner, demonstrating commitment to the University and appreciation for the community.

(2) In the course of their studies and research activities, students shall work honestly, achieve their results through their own efforts, and acknowledge the intellectual contributions of others appropriately.

(3) Students shall not engage in conduct that is contrary to academic integrity, or that infringes the rights, human dignity or professional reputation of others.

(4) Students shall express their views – in particular when evaluating the work of teaching staff – in an objective, considered and responsible manner.

Chapter III
BREACH OF THE ETHICAL RULES

Section 7
Definition of an Ethical Breach and the Nature of Ethical Proceedings

(1) A person commits an ethical breach if they seriously and culpably violate the provisions of this Code, provided that the assessment of the conduct complained of does not fall exclusively within the competence of a court, an authority, or the University's disciplinary proceedings.

(2) Ethical proceedings are not punitive in nature; their purpose is to uphold the University's ethical standards, strengthen the integrity of the University community and trust within it, and promote lawful and ethical conduct.

(3) Where the same conduct may also constitute grounds for initiating disciplinary proceedings, the Disciplinary Committee acting in ethical matters (hereinafter: the "Committee") shall be entitled, in order to clarify the delineation of competences, to contact the competent University body and, where justified, to suspend the ethical proceedings. Disciplinary proceedings shall be conducted where the conduct concerned violates legislation or the University's study regulations, employment-related regulations or other binding regulations, and where legislation or a University regulation attaches disciplinary consequences to the specific breach.

(4) The conduct of ethical proceedings does not preclude the initiation of disciplinary proceedings or other proceedings prescribed by legislation or by University regulations, where the statutory or institutional conditions for such proceedings are met.

Section 8
Submission of an Ethical Complaint

(1) In the event of an ethical breach, or a well-founded suspicion thereof, the injured party and any member of the University community who has credible knowledge of the conduct complained of may submit a written ethical complaint to the Committee within thirty (30) days of becoming aware of the act. An ethical complaint may be submitted no later than six (6) months from the date on which the impugned act was committed.

(2) Where the Committee becomes aware of an ethical breach or a well-founded suspicion thereof, it may also initiate ethical proceedings ex officio.

(3) The ethical complaint shall be addressed to the Chair of the Committee and submitted electronically.

(4) The ethical complaint shall specify:
(a) the conduct complained of and the subject-matter of the complaint;
(b) the name of the complainant and the person complained of;
(c) any available evidence supporting the complaint.

Section 9
Notification and Admissibility of the Ethical Complaint

(1) The Committee shall notify the person complained of of the submission of the complaint and shall at the same time forward the complaint to them.

(2) The Committee shall decide, in a closed session, on the admission or rejection of the complaint within fifteen (15) days of receipt of the complaint.

Section 10
Rectification of Deficiencies

(1) Where the ethical complaint does not contain the mandatory elements set out in Section 8(4), or otherwise requires supplementation or correction, the Committee shall return the complaint to the complainant for rectification, specifying the deficiencies precisely and setting a deadline of up to ten (10) days. At the same time, the Committee shall warn the complainant that, if the deficiencies are not remedied within the deadline, the complaint will be rejected.

(2) If the complainant remedies the deficiencies within the prescribed time limit, the complaint shall be treated as having been duly submitted from the outset.

Section 11
Grounds Excluding the Initiation of Ethical Proceedings and the Assessment of the Complaint

(1) Ethical proceedings shall not be initiated, and the Committee shall reject the complaint received, where:
(a) the assessment of the complaint falls within the competence of a court, an authority, or another body;
(b) the complaint was submitted after expiry of the time limits laid down in Section 8(1);
(c) the complaint is manifestly unfounded, frivolous, or not of an ethical nature;
(d) the conduct forming the basis of the complaint has previously been finally adjudicated by the Committee.

(2) The Committee shall record in writing its decision on the admission or rejection of the complaint, and on the initiation of ethical proceedings ex officio, and shall serve it on the persons concerned.

(3) No appeal shall lie against the Committee's decision under paragraph (2).

(4) Where the Committee finds that the complaint was submitted in manifest bad faith, with false statements of fact, or for a purpose contrary to the proper aim of ethical proceedings, the Committee may initiate separate ethical proceedings against the person concerned.

Section 12
Time Limits for Ethical Proceedings

(1) The Committee shall decide on the merits of the ethical matter at a meeting within thirty (30) days from the admission of the complaint, or from the initiation of the proceedings ex officio.

(2) In justified cases – in particular where an evidentiary procedure is required, an expert is involved, or several persons concerned participate – the time limit set out in paragraph (1) may be extended once, by no more than thirty (30) days. The Committee shall notify the persons concerned of the extension in writing.

Section 13
Participation and Rights of the Person Concerned in Ethical Proceedings

(1) A person concerned in ethical proceedings shall participate in the proceedings in person and shall be entitled to present their position before the Committee orally or in writing, to make statements, and to set out their arguments and observations in detail. Where personal participation would involve a disproportionate difficulty, the Committee may permit the person concerned to make statements through an authorised representative.

(2) The person concerned shall be entitled to attend the Committee's meeting, to put questions to the members of the Committee and to persons participating in the proceedings, and to submit evidence relevant to the merits of the case, including identifying witnesses, submitting documents and, where justified, proposing the involvement of an expert.

(3) The person concerned shall be entitled to inspect the case file, to familiarise themselves with its contents, and – subject to respect for the personality rights and personal data of persons participating in the proceedings – to request copies and/or to make notes.

(4) The right to inspect the case file may be restricted where this is necessary in order to protect a third party's personal data or personality rights. In such cases, the Committee shall provide the person concerned with an anonymised copy of the relevant documents.

Section 14
Meetings of the Committee

(1) The Committee shall hold meetings as necessary.

(2) Meetings of the Committee shall be public, unless the nature of the case, the protection of the personality rights of the persons concerned, or the proper and undisturbed conduct of the proceedings justifies holding the meeting in private.

(3) The Chair of the Committee may order a closed session where justified by the circumstances of the case; where any of the persons concerned so requests on duly substantiated grounds; or where at least one third of the Committee's members so propose, stating the reasons for holding a closed meeting. The reasons for ordering a closed session shall be recorded in the minutes.

(4) The persons concerned shall be invited to the meeting.

(5) The Chair of the Committee may invite to the meeting, with the right to be heard in an advisory capacity, any person who has the knowledge necessary for the assessment of the case, and may also seek the assistance of an expert.

Section 15
The Committee's Decision

(1) The Committee's decisions shall contain an ethical assessment and guidance. The Committee may not impose disciplinary, employment-law or study-related legal consequences, and its decisions shall not constitute disciplinary, administrative or judicial decisions.

(2) The Committee shall adopt its decision, following adequate clarification of the facts and after considering all the circumstances of the case and the available evidence, by an open vote and by a simple majority of the members present. In the event of a tied vote, the Chair's vote shall prevail.

(3) Members of the Committee may participate in decision-making only in person.

(4) The Committee shall give reasons for its decision. Any Committee member who disagrees with the decision shall be entitled to attach a written dissenting opinion to the decision, which shall form part of it.

(5) The decision shall include:
(a) a description of the facts forming the basis of the decision;
(b) the Committee's decision;
(c) the reasons for the decision;
(d) information on the possibility of lodging an appeal;
(e) information on when the decision becomes final.

(6) In ethical proceedings, the Committee may make the following decisions:
(a) finding that no ethical breach has occurred and terminating the proceedings;
(b) finding that an ethical breach has occurred and issuing an ethical warning, calling upon the person concerned to comply with the rules in future;

(c) finding that an ethical breach has occurred and ordering publication of the decision within the University, specifying the manner and extent of publication, having regard to data protection and the principle of proportionality;

(d) finding that an ethical breach has occurred and making a recommendation to withdraw a managerial appointment or, in the case of a member of an elected body, to recall the mandate;

(e) finding that an ethical breach has occurred and imposing an obligation to provide ethical (non-pecuniary) redress, in a manner proportionate to the seriousness of the harm;

(f) finding that an ethical breach has occurred and notifying the competent University body where, under legislation or University regulations, there may be grounds for initiating further proceedings.

(7) Publication under point *(c)* of paragraph (6) shall not serve a retaliatory or humiliating purpose. Due regard shall be had to the duration of publication, the scope of access, and – where justified – the omission or anonymisation of identifying data.

(8) The Committee shall record its decision in writing within five (5) working days of its adoption, and shall serve a copy on the persons concerned together with the minutes of the meeting, and shall forward it for information to the Rector and the President of the University.

(9) The Committee's decision shall become final on the day following the expiry of the fifteen (15)-day time limit for lodging an appeal, if no appeal is submitted within fifteen (15) days of receipt. Where all persons entitled to lodge an appeal waive that right in writing, the decision shall become final on the date of the last waiver.

Section 16
Appeal

(1) The complainant, and any person to whom the Committee's decision on the merits applies, may lodge an appeal within fifteen (15) days of receipt of the decision.

(2) The appeal shall be addressed to the Appeals Committee and submitted electronically to the Committee.

(3) The appeal shall have suspensive effect on the enforcement of the Committee's decision.

(4) The Appeals Committee shall decide on the appeal within thirty (30) days of its submission. If the appeal is well founded, it may annul the decision of the Committee and, where necessary, instruct the Committee to conduct new proceedings.

(5) No further internal appeal shall be available within the University against the decision of the Appeals Committee.

Chapter IV
PROCEDURE FOR ETHICAL INTERPRETATION AND GUIDANCE

Section 17
Issuing a Statement of Ethical Principle

(1) At the written request of any member of the University community, the Committee may issue a statement of ethical principle on any ethically disputed matter requiring interpretation.

(2) The purpose of a statement of ethical principle is to interpret the provisions of this Code, promote ethical conduct, and prevent ethical conflicts.

Section 18
Request for a Statement of Ethical Principle

(1) A request for a statement of ethical principle shall be submitted electronically to the Chair of the Committee.

(2) The request shall include the name of the applicant and a precise identification of the ethical question in respect of which the applicant seeks the Committee's statement.

(3) The Committee shall reject the request where:
(a) the request does not contain the mandatory elements specified in paragraph (2),
(b) the subject-matter of the request is not of an ethical nature; or
(c) the Committee has previously issued a statement of ethical principle on the same question.

(4) Where the request is rejected on the basis of point *(b)* of paragraph (3), the Committee shall inform the applicant which University body or committee they may approach with their question.

Section 19
The Committee's Decision on a Statement of Ethical Principle

(1) The Committee shall decide on the request for a statement of ethical principle within thirty (30) days of receipt of the request.

(2) Unless otherwise provided, the procedural rules applicable to the assessment of an ethical complaint shall apply mutatis mutandis to the procedure for issuing a statement of ethical principle, with the proviso that no appeal shall lie against a statement of ethical principle.

(3) A statement of ethical principle issued by the Committee serves to interpret the University's ethical standards and shall be regarded as authoritative by members of the University community.

(4) Statements of ethical principle issued by the Committee shall be published on the University's website. The Chair of the Committee shall ensure that they are publicly accessible.

Chapter V
FINAL PROVISIONS

Section 20
Entry into Force

(1) This Code was adopted by the Senate of Dennis Gabor University by Resolution No. 1/2026 (17 February 2026) at its meeting of 17 February 2026.

(2) This Code shall enter into force on the day following its adoption. Upon its entry into force, the Ethical Code of Conduct of Dennis Gabor University adopted on 27 April 2023 by Senate Resolution No. 2/2023 (27 April 2023) shall be repealed.

(3) The provisions of this Code shall apply to matters initiated after its entry into force.