



ETHICS POLICY

Preface

The Mount Zion University is has a commitment to sound corporate governance and standards of integrity and ethical conduct that are in strict harmony with the Seven Principles of Public life which are selflessness, integrity, objectivity, accountability, openness, honesty and leadership. It is on the foundation of this policy that the ethical framework within which the University will conduct its affairs and with which all staff, students, members of Court and associates of the University will be expected to comply. Also. The University Strategy 2022-29 is set out by the core values that are under this policy with the following functions;

- 1) Keeping social justice and environmental stewardship values through all our daily University activities, as well as in our lives in general.
- 2) Arrival at new insights enhanced by our creativity and research through original information enquiry.
- 3) Respect voices of our students and staff and collective activities, enjoying foundational culture represented by MZU.

Structure

The responsibility of the University's Executive Board to the Court of Governors is to uphold this policy under review and to value that MZU has established an Ethics Committee to assist in the operation of the policy and to provide guidance on ethical issues.

Yet, it is the responsibility of every individual in the University to exercise judgment by taking advice where necessary and to take personal responsibility for their action because it is obviously not possible for the executive board to spot and guide every case which might occur.

General Benchmarks of Ethical Behaviour

It is impossible to produce high ethical yardsticks without constant attention and reinforcement in respective of the particular situation, for that case our behaviour must at all times replicate accepted standards of ethical behaviour by;

- 1) Acting in accordance with the law.
- 2) Being vulnerable, truthful and honest.
- 3) Treating everyone with dignity and respect, promoting equality, diversity and inclusivity.
- 4) Taking regard to ethical principles in all our decision-making.
- 5) Declaring conflicts of interest and manage them properly.
- 6) Maintaining strict confidentiality, as appropriate, with regard to personal data and any information which is commercially sensitive.

- 7) Maintaining the highest benchmarks of academic integrity and independence.
- 8) Being able to justify our conduct publicly if necessary.

1. All Learning Processes Activities

We have a commitment to maintain a high standard of learning and teaching, professional practice and academic integrity amongst staff and students. We uphold an inclusive learning environment based on mutual respect for diversity of opinion and individual expression and creativity. We will accomplish this by complying with relevant policies of admissions, complaint procedures and the policy of equal opportunity.

2. Research

The Research Ethics Standards Committee always make sure the whole staff and students conform with the University's Code of Practice on Research Ethics following research Ethics guidance considering the exchange of knowledge.

3. Donations

Mount Zion University undertakes fundraising and accepts gifts and donations from persons and organizations in order to further its academic mission, aims and aspirations, within its charitable purpose. The *Policy and Procedure for the Acceptance of Gifts and Donations*, must be carefully followed to ensure that a high level of ethical standards apply.

4. Finances

The University uses its funds in alignment with its charitable status and ethical principles. It is University policy that all staff, students and contractors working on behalf of the University conduct business without corrupt practice or acts of bribery to obtain an unfair advantage.

5. Governance

The University is committed to the highest benchmarks of corporate governance and accountability. It has adopted and follows *The Higher Education Code of Governance* published by the Committee of University Chairs.

Operation of the Policy

All staff, students, governors and associates are expected to familiarize themselves and comply with this policy. Failure to do so will be treated with the utmost seriousness by the University and could result in disciplinary action or other sanctions. This policy applies equally to the activities of any subsidiary company of the University.

The University Ethics Committee is charged with responsibility for the operation of this policy across the University, providing advice to the Executive Board of Governors as appropriate. The policy will be reviewed annually.

Approved by the Board of directors on 20 November 2021.

Appendix

Policies' supporting doctrines

- Academic Regulations
- Human Rights charter
- Policy and Procedure on the Acceptance of Gifts and Donations
- Anti-Harassment & anti-bullying
- Bribery and Fraud
- Data Protection
- Equality and Diversity
- Fair Admissions
- Financial Regulations & Standing Orders
- Freedom of Information
- Freedom of Speech
- Gifts and Hospitality Policy – relating to staff and governors
- Procurement
- Public Interest Disclosure (Whistle-blowing Policy)
- Research Ethics
- Staff Code of Conduct
- Governors' Code of Conduct
- Student Charter
- Student complaints
- Student Discipline and Grievances
- Staff Interests Policy
- IP Policy