Kuwait University Code of Ethics

Accredited by the Board of the University of Kuwait on 18/6/2002
The University Code of Ethics was accredited at the meeting of the university board No. 3 / 2002 on 18 / 6 / 2002. The meeting was headed by His Excellency Minister of Education and Higher Education Dr. Msaed Rashed Al-Haroun and with the attendance of the University President Dr. Fayza Mohammed Abdulmehsen Al-Khorafie. The meeting was held by a request from Vice-Rector for Academic Affairs Dr. Hasan Sayed Hussein Alawi.
The Secretary General of the university seeks by printing the University Code of Ethics to establish and promote deep-rooted principles and practices, and to upgrade mutual relations among members of the university community in order to spread the culture of cooperation, goodwill and dialogue as well as values through which the university can reach the desired development. In addition to that, creating a public opinion that calls for adherence to the established principles and practices, and respecting the law and the code of conducts are some of the university objectives.

We believe that this code drafted by the university board can be developed and updated. University staff, employees and students are invited to send their comments and opinions to the following E-mail: sec.gen@ku.edu.kw

The Secretary General
University Mission

Contributing to the establishment, development and following the human knowledge, preparing the human wealth and leaders who are aware of their legacy to fulfill the needs and requirements of the modern age with the collaboration of scientific institutions that have similar missions, through the following:

- Promoting national, Arab and Islamic values and principles.
- Establishing, developing and spreading knowledge.
- Developing and investing in the human capital.
- Achieving the uniqueness in education, scientific research and community service.
- Introducing modern techniques.
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Introduction

Evidently the university is the institution assigned with the greatest and most important mission, which is building the elite youth of students who shoulder the mission of developing the sectors of the country. If these students are well prepared, the future will be auspicious since the future of any nation is related to the standard of education.

In addition, graduating students of higher education with a strong sense of culture and ethics, can hover the academic institution high to the desired development of Kuwait.

the code of ethics opens new horizons for the new generations and facilitates for the university principles and practices to organize the university work. Therefore, Code of Ethics is the sophisticated dialogue tool to direct the new generations to the proper way guided by the experience of the predecessors in the university work.

Employees at the University of Kuwait are aware that the university has almost or completely finished its financial context, however this context is not enough alone, there has to be a legal and ethical code to support. Therefore this code emerged to be the guide and instructor for the coming generations, in pursuant for the Messenger “peace and blessings be upon him” saying: He belongs not to us who neither respects the elder, shows sympathy for the younger, enjoin the good nor forbid atrocious actions.” Employees at the University of Kuwait demand to have an academic environment where university principles and practices are respected, taking into consideration that these morals are deep-rooted rules in the sentiment of university employees as an unwritten law and that the university law stipulates respecting these principles and practices.

University employees know that there is an urgent need to codify the university principles and practices after the expansion of the university work and the increase in the number of staff members, their associate professors and students. In addition to that, new circumstances have developed at both local and international levels, which have direct impact on the academic work and make it necessary to codify university practices to protect the cultural identity.
Codifying university principles and practices in a Code of Ethics observed by employees at the University administration, academic staff, employees and students, aims at legislating the disciplines established at the university work a quarter-century ago, in order to create a constructive university public opinion. This code highlights that each right implies a duty and each authority has a responsibility. The code is observed based on satisfaction and dedication since it expresses observance of the inherited Islamic and Arab values.

Employees at the University of Kuwait are aware that creating a public opinion that calls for observing the principles and practices; respecting laws and ethics within the university and rejecting any beyond courtesy behavior. These are some of the university code of ethics, so as public opinion becomes a force that supports the work ethics.

Prophet Mohammed

"Peace and blessings be upon him" said:

"He belongs not to us who neither respects the elder, shows sympathy for the younger, enjoin the good nor forbid atrocious actions."

(Ahmad, Tirmidhi and Ibn Haban)
University work entails assignment of some academic and administrative jobs to academic staff members for a period of time; this includes the position of the head of a department up to the president of the university. Since the law organizes duties and responsibilities of the officials of academic positions, there are other principles based on the university practices and ethics approved by the academic conscience which governs the officials' work. Although these practices are deep-rooted, following are the most important practices highlighted by the University Work Ethics:

1. Considering the university administrative work as a responsibility before considering it as an authority and its purpose is to achieve the institutions' objectives.
2. Believing in the principle of democratic administration and abstaining from individual authoritative decisions that lead to wrong results.
3. Observing objectivity when making decisions and excluding personal considerations.
4. Observing justice when dealing with others, realizing that injustice leads to serious problems at the university institution.
5. Realizing that the official of an administrative career is an example to other employees, therefore he/she should observe ethics in his/her dealings with his/her colleagues, students and employees.
6. Not taking any advantage of the academic position in order to gain personal interests.
7. Cooperating with former employees who assumed the same position, taking advantage from their previous experiences and dealing with them with the required degree of respect.
8. Conveying gained administrative experiences while assuming the academic position honestly and completely to the successors.
9. Taking into consideration the human aspect when dealing with people in difficult circumstances.
10. Allocating enough time to complete and improve the work assigned to him/her.
11. Safeguarding public funds and not spending unless to achieve the public interest.
12. Being fully aware of the university role in serving the community and supporting researches that target tackling community, university and environmental issues.
13. Being fully acquainted with the principles of general administration science of planning, coordinating and following-up all works that fall within his/her duties, according to his/her position.
14. Complaining with the administrative hierarchy at the university and not disregarding this hierarchy unless necessary.
15. Updating and promoting the department forward to take advantage from all scientific updates.
16. Maintaining confidentiality of circulated information within the department he/she heads.
17. Taking advantage from the experiences of colleagues who assumed similar positions at the university, to communicate among the leaders in order to upgrade the performance level of the university.
18. Seeking to choose competent assistants for the academic staff members and the administrative employees.
Academic Staff Members at the University

Responsibility
Confidentiality
Role Model
Cooperation

SECTION TWO
It is essential for the scientists to have understanding and determination. This is due to the responsibilities they assume as role models through commitment and integrity.

Whereas the relationship between the academic staff member and the university is divergent, it includes:

(First): His/her relationship with the students.
(Second): His/her relationship with colleagues.
(Third): His/her relationship with science research.
(Forth): His/her relationship with the university, which is the institutions he/she belongs to.
(Fifth): His/her relationship with the community that he/she belongs to.

Therefore, each divergent relationship needs to have ethics to be governed by in order for the university to perform the role assigned as one of the most important institutions in the community.

Whereas the students spend the most important stage of his/her life at the university, and are part of the elite youth of the community, therefore taking care of them regarding all aspects is a duty of all officials at the state and the community. And in order for the student’s intellect and personality to be formed, upgrade his/her scientific, ethical and cultural level, reveal his/her abilities, help him/her to create and be open to science, the most important principles of the code of ethics regarding the relationship between the academic staff member and the students are as follows:

1. Committing to the idea that the academic staff member is a role model for the students, therefore this value should be protected in order to respect the academic staff member.
2. Dealing with students humanly and not to depend on the academic staff member’s authorities in a way that would affect the students’ future diversely.
3. Respecting the freedom of the students.
4. Allocating time to meet with students to get familiar with their problems, improve their abilities and guide them academically.
5. Not to illicitly make profits or earn a living by making personal relations with students.

6. Upgrading the level of authority the academic staff member enjoys in teaching, evaluating and training, so that the scientific and academic knowledge of the academic staff member become his/her controller.

7. Upgrading the scientific level of the academic staff member continuously, by becoming acquainted with the latest scientific improvements in his/her field and use that in the education process taught to the student.

8. Upgrading teaching methods by introducing the latest developments.

9. Being objective when evaluating students and not to favor anyone under any circumstances

10. Observing lecture, office and supervision of training hours.

11. Encourage students to discuss in order to reveal their potential, improve their talents and get them accustomed to creation and innovation.
Whereas the university work is basically a collective work, thus its development and upgrading requires a healthy environment which includes high-level partnership on both profession and ethical levels based on the deep-rooted university practices. The most important practices are the respect and the mutual appreciation. This attitude reduces conflicts and problems to a large extent, in addition it gives the university an appropriate image as a developed institution symbol in the community.

Following are the most important principles of code of ethics regarding the relationship between academic staff members and his/her colleagues:

1. Respect of the seniors by the juniors and support of juniors by the seniors.
2. Respecting the rights of all colleagues and observing duties based on moral restraints.
3. Observing the principles of respect and dignity at discussions and disagreements.
4. Believing in the spirit of teamwork and participating in researches with colleagues of the same department and of other departments.
5. Noting that science has unlimited horizons while the ability of human's intellect is limited; therefore other colleagues' abilities and principles should be respected.
6. Improving the human relationships with the colleagues at different social ceremonies.
7. Stressing the spirit of colleagueship and preferring the public interest over the individual interest.
8. Developing good manners such as: respect, tolerance, good opinion.
9. Developing the value of courage in expressing opinions along with observing good discussion manners that enriches democracy and freedom within the academic field.
10. Exchanging experiences and abilities gained by the academic staff member through tasks and positions assumed at the university in addition to his/her experience in public life issues to his/her colleagues in order to prepare the university leaders to continue the university path and overcome obstacles that may arise in the scientific development of the university.
11. Performing all assigned tasks honestly, seriously and sincerely.
Employees at the university field agree that the main role of the university is education, nonetheless scientific research should be as important, since the development of countries are conditioned with the development of the scientific research. Although there are other bodies at the state assigned with the task of scientific research, the university was and still is the leader, pioneer and instructor.

Accordingly, scientific research should be restricted by ethical guarantees as follows:

1. Believing deeply that scientific research is the tool to upgrade the standard of education at the university, and that publishing scientific papers at international scientific journals upgrades the level of the academic staff member along with the standard of the university.
2. Choosing the subject of the research appropriately to clarify the scientific facts without repeating existing researches.
3. Observing authenticity and creativity when conducting the research.
4. Choosing a scientific research that has positive scientific yield which influences the community and its sectors, especially the industrial, agricultural and administrative sectors.

5. Observing the scientific credibility and not to contradict the established principles and practices in this regard.

6. Choosing the research's subjects in harmony with the interest of the Kuwaiti community and its public order.

7. Avoid using scientific research for non scientific objectives, such as political objectives, personal publicity or favoring any individual, body or institution at any rank.

8. Observing honesty regarding the information gained by the researcher while preparing his/her research.

9. Highlighting the effort of each person that contributed in the research according to the academic principles and practices.

10. Committing to mention the references honestly and accurately.

11. Observing objectivity and avoiding personal considerations when judging researches for publication.

12. Realizing that scientific research is an ongoing process which has no specific time limit, therefore it should be continued. In addition to that, periodicals and literatures in the field of specialization should be followed, conferences and seminars should be participated in, and new conclusions should be presented and discussed with colleagues in the specialization.

13. Being rational when using the required materials in teaching and conducting researches and not waste them aimlessly.

14. Establishing a scientific school in the specialization attributed to the University of Kuwait and upgraded to the level of international scientific bodies.
If the Education is
The Main Role of the University
Scientific Research should be as Important

(Fourth) Relationship Between Academic Staff Members and University

It's indisputable that the academic staff member obtains his status due to his membership to the elite institution he belongs to. Social status and people's appreciation are related to the important role the academic staff member plays in an institution that presents higher education as the most sophisticated education. If the academic staff members were hired by an entity or assumed a high political position, the credit goes to this great institution. Therefore there are some principles mentioned in the university code of ethics considered as the guide and instructor regarding the academic staff member relationship with the university, as follows:

1. The necessity to have the sense of belonging to the institution in which the academic staff member works, converts this sense into an action in different situations the university goes through. He also should not build this belonging based on narrow concepts that prefers the department over the college and the latter over the university, because belonging levels should be complementary and not intersected.
2. Observing the university law and the regulations stated by the university board, this observance should arise from an internal feeling.

3. Defending the university independence, its academic freedom and the freedom of scientific research therein.

4. Participating in meetings of committees and boards when their presence is required, besides playing a positive role through discussion and expressing opinion.

5. Expressing one’s opinion objectively and courageously when choosing the different levels of university leaders to assume positions at the concerned committees, and avoiding any consideration other than the public interest and the high objectives.

6. Being objective when choosing new academic staff members and their associate professors.

7. Achieving harmony and coordination at the same department among majors included in the department and similar majors at other scientific departments to upgrade educational and scientific research standards.

8. Not to broadcast university news at different media without verifying their correctness, or without referring to the university administration.

9. Eliminate injustice towards any academic staff member in his relationship with the university by establishing bodies for this purpose.

10. Submitting suggestions regarding one’s observations to modify and improve the academic and administrative work at the university.

11. Discretion is advised during discussions at university committees and boards that the academic staff members participate in.

12. Preferring the public interest over personal interests.
Preferring the Public Interest Over Personal Interests

The university is the symbol of development in the community. It is also the institution that provides the community with qualified cadres in all production and services sectors. Therefore the development and advancement of the community depend on the graduate’s level and his/her ability to perform assigned tasks in a competitive environment and a modern system. Accordingly, academic staff members assume an extensive responsibility towards the community.

Following are the most important items of the code of ethics regarding the relationship between academic staff members and the community:

1. Compliance with ethical values and practices that prevail in the Kuwaiti community and respect of all citizens and residents.
2. Maintaining public freedom, abiding by the law and defending human rights.
3. Not to restrict education to lectures and laboratories and spreading scientific education among indi-
viduals of the community by simplifying sciences.

4. Establishing a constant and continuous relation with the university graduates and encouraging mechanisms such as leagues of different colleges’ graduates.

5. Participating in the systems of opened and continuous education to serve the community.

6. Being concerned about environment cases from all aspects.

7. Stressing that freedom of expression is a responsibility that does not contradict university’s objectives and mission.

8. Maintaining the status and respect that the community feels towards the academic staff members.

9. Not to participate in researches that disturb the community’s unity and its social security.

10. Conveying experience and giving advice to all state institutions in both private and public sectors in order to solve the confronted problems using the proper scientific method in accordance with the university laws and regulations.
Good performance and dedication is based on all people included in this vital facility of academic staff members and their associate professors, employees or students.

Employees constitute an important pillar of the university work. They are public servants whom the provisions of decree no. 15 for the year 1979 regarding civil service apply on. This decree governs the concept of public service as a national service assigned to the officials.

Most important duties according to the decree of public service:

1. The decree highlights that public servants must perform their jobs for the general welfare (Article No. 11).
2. The decree governs the duties that the public servant must perform. It stresses the importance of the public servant to perform his/her duties by him/her self honestly and accurately. Public servant should also deal with applicants in good manners and allocate working hours to perform his/her job. He/She must also carry out the instructions honestly and precisely within the rules and regulations limits.
3. The decree refers to the public servants' commitment to maintain the state's property, observing honesty.

4. The decree was not restricted to the public servant's behavior during performing his/her work but also was concerned with his/her behavior after working hours in addition to have good conducts that observe the required respect of the profession and its integrity (Article No. 24).

5. As far as the public servant is different from other individuals due to his authority, therefore the decree has prohibited him from performing some business, such as: purchasing or renting real estates or movable property from the governmental body he/she works for, whether directly or in deputy, he/she is also prohibited from selling or leasing the governmental body he/she works for any of the latter.

6. The decree has also prohibited the public servant from having any interests in governmental contracts and bid, whether the interest is direct or indirect. He/she must not contract by him/her self, nor use anyone to do so, with neither the governmental body he/she works for nor any other governmental body.

7. The decree prohibits the public servant from performing any job, whether against a salary or remuneration, even if that was outside working hours, unless with a written permission from the concerned minister.

8. The decree prohibits the public servant from mediating for other or using any person as a mediator in his/her job. Public servant is also prohibited from taking advantage from his/her job to achieve any purpose whatsoever, he/she is also prohibited from giving information that must remain confidential even after termination of his/her services, or should not keep original official documents or copies. (Article No. 25).

9. The decree stressed that the public servant is prohibited from practicing commercial, industrial or handcraft professions unless in cases defined by the board of public service. The public servant is also prohibited from being a director in any commercial or industrial shareholding company unless representing the government (Article No. 26 and amendments). Any Public servant breaches previous obligations shall be penalized.
10. If it appears for the public servant that the instructions of his manager contradict the law, he/she shall warn him. If the manager insisted on his opinion, public servant shall ask for written instructions, whereupon public servant shall not be responsible for that instruction.

**Most important ethical duties that the public servant should observe:**

In addition to these regulatory duties that the decree of civil service had governed, there are conventional duties that have to be observed when applying the stipulations of the law or when applying the academic practices and principles. These duties have special importance in the university work environment considering the important role of the university in the community.

Following are the most important principles of the university code of ethics regarding Kuwait University employees:

1. Considering the university occupation, whether permanent or constant, as a duty on the personnel of academic staff members, employees and others, to achieve the great mission that turns out well on the community. Administrative university job does not derogate one's authority rather being based on the public service.

2. Believing in the importance of cooperation and team work in order to succeed.

3. The university employee must perform the tasks assigned to him/her honestly and accurately regardless of the work load. The work performed must be done objectively and without being biased or affected by personal beliefs in order not to affect the principle of equality between applicants whom the employee deal with, as this will have negative consequences on the administration and the university.

4. Discretion is advised when dealing at Kuwait University. Giving information to the concerned bodies such as heads of departments, supervisory bodies and judicial authorities, is not considered as a disclosure of information nor contradicts the principle of confidentiality.

5. Employee must not give statements about his/her job to the press and other mass media, unless he/she was permitted by the relevant head.
6. Employee must not collect signatures to complain on illegal purposes nor submit anonymous or malicious complaints.

7. Employee must safeguard public money he/she was entrusted with.

8. Employees must seek to educate themselves with the latest information in the field of general administration. Moreover, principle of a democratic administration must prevail for the public good.

9. Observing the principle of respect, conveying the experiences of the seniors to the juniors and observing dignity when conflicts arise.

10. Developing social relations with colleagues at different social ceremonies.

11. Developing good conducts such as, dignity, tolerance, good faith.
Most important principles of the Code

Evidently the student is the focus and is the reason behind the work system, in realization for the importance of having university education. Taking care of the student is not restricted with the scientific aspects as the university seeks to take care of the student culturally and deals with his/her problems, giving him/her the opportunities to present his abilities at different fields, as well as award distinguished students and motivate them to achieve more excellence.

The basic regulations of the scientific societies govern their work as an aspect of practicing democracy at the university. However, there are other rules set by university practices and principles. These rules are established in the conscious as unwritten constitution which govern the student relationship with the academic staff members.

Following are the most important principles that the university code of ethics governs regarding students of the university:

(First) Relationship to academic staff members and employees at the university
(Second) Relationship to the university
(Third) Relationship to his colleagues
(Fourth) Relationship between the student and the community
Honesty

The most Important value of
High Morals

(First) Student Relationship to Academic Staff Member and Employees at University

1. Dealing with academic staff members at the university with the required respect and reverence, considering them as role models, being concerned about the relationship of kinship that connects the student to the academic staff member, as well as observing values of appreciation and fellowship.

2. Refraining from violating the dignity of the academic staff members or any employee at the university whether in secret, in public or via the mass media.

3. Being courageous when expressing one's opinion and observing objectivity and discussion manners, as well as maintaining the value of the academic freedom and respecting others' opinion.

4. Using the right to complain without maliciousness or abusiveness and refraining from submitting false complaint.

5. Observing the value of honesty as the most important value of high morals, and contempt the occupational cheating which is prohibited by virtue of religious, morals and law.
1. Taking advantage from the services offered by the university to the students by moral deterrent. The student should not ask for any service or reward unless in need.

2. Refraining from anything that would disturb the required silence at different university facilities, when studying or at other times in order to provide the appropriate environment for the university to perform its mission and respect its role in serving the science and scientists.

3. Respect university facilities and consider them as the student’s own property, and not damaging them.

4. Applying for social rewards if the student deserved it and stop receiving the latter if he/she is not in need any more or lost any condition of worthiness. (Social reward for students were circulated according to law No. 10/1995 and the decision of Minister of Education and Higher Education, higher president of the university dated on 7/7/2007).

5. Having the approval of students’ affair without performing any activities illegally.

6. Testify honestly and truthfully when conducting investigations or giving testimonies and consider that as a religious and ethical commitment before being a legal commitment.

7. Being moderate and having courtesy when conducting election campaigns and not violating the university facilities, as well as getting the required licenses before posting or hanging any posters.

8. Participating in activities organized by the scientific societies, making connections and acquaintances and participating in any discussion positively and avoiding conflict.

9. Using the freedom of press and publication that are guaranteed by the statute of scientific brochures at the university, and consider this freedom as an authority and responsibility at the same time, and as a great value that should not be violated by wrong practices.
10. Seeking excellence in science as a way of development and advancement and benefiting from the advantages offered by the university to its pioneering students.

11. Contacting directly with the academic adviser and benefiting from his experiences in the field of study as well as choosing supportive and selective subjects.

12. Sensing the feeling of belonging to the university and not to publish false news in the media in order to derogate the university reputation as an academic and educational institution.

13. Observing the appropriate outfit, wearing the appropriate attire that respects the moral values of the university campus, and abjuring costumes that do not fit with the traditions of the Kuwaiti community.

14. Observing the university regulation that govern the university daily matters such as traffic regulations and refraining from smoking inside the campus.
(Third) Relationship between the student and his colleagues

1. Knowing the statutes that govern the studying systems such as the statutes of Moqarat system and statutes of scientific societies and brochures that govern the students’ activities and the statute of student conduct.

2. Helping freshmen students and conveying experience to them, in addition to guiding and instructing them.

3. Gaining colleagues’ trust, practicing leadership by running in the elections for administrative positions and participating effectively in the election right to elect candidates for the membership of scientific societies.

4. Strengthen connections with foreign students, helping them to adapt to their new environment, thus creating strong connections.

5. Taking care of special needs students, helping them to fit in, as well as encouraging them to participate with other students in the activities.
1. Observing values, ethics, and public order of the community, and observing manners of discussion when addressing the community via any media.

2. Participating in cultural, social and sports activities that the university organizes and addressing the issues that concern the Kuwaiti Community.

3. Seeking to gain knowledge and science, educating oneself, as well as increasing the cultural level of knowledge sources inside and outside the university, visiting libraries outside the university, not to restrict oneself with the curriculum lectures or textbooks but to inform oneself using the basic references for each science and knowing the latest information in each field.

4. Being concerned with the practical training and performing it seriously and honestly, besides knowing the applied side for that training at the different community institutions.

5. Observing the proper manners outside the university, taking into consideration that any mistake that damage the reputation or the honor, will affect and offend all the elite students of the university.

6. Communicating scientifically and culturally using the latest inventions such as the internet.