



YAYASAN PEMBINA LEMBAGA PENDIDIKAN PERGURUAN TINGGI PGRI SEMARANG
UNIVERSITAS PGRI SEMARANG

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REGULATION OF THE RECTOR
UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG

NUMBER: 013/PR/UPGRIS/XI/2020

REGARDING
CODE OF ETHICS AND ACADEMIC ETHICS
OF UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG

THE RECTOR OF UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG,

Considering : That in order to implement the Statutes of UPGRIS, it is necessary to establish a Rector's Regulation on the Code of Ethics and Academic Ethics of UPGRIS.

Having regard to :

1. Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System;
2. Law of the Republic of Indonesia Number 12 of 2012 concerning Higher Education;
3. Government Regulation of the Republic of Indonesia Number 4 of 2014 concerning the Implementation of Higher Education and the Management of Higher Education Institutions;
4. Decree of the Minister of Education and Culture of the Republic of Indonesia Number 143/P/2014 dated 17 April 2014 concerning the merger of IKIP PGRI Semarang and the Semarang Academy of Technology, organised by YPLP PT PGRI Semarang in the city of Semarang, Central Java province, into UPGRIS, organised by YPLP PT PGRI Semarang in the city of Semarang, Central Java province;
5. PGRI Articles of Association and Bylaws;
6. Articles of Association and Bylaws of YPLP PT PGRI Semarang in conjunction with the Amendment to the Decree of the Minister of Law and Human Rights AHU-AH 01.08-499 dated 18 August 2010;
7. Decision of YPLP PT PGRI Semarang Number 075/P.Y/U/Kpts/3.1/YPLP PT PGRI/V/2019 dated 10 May 2019 concerning the Statutes of UPGRIS;
8. Decision Letter of the Management of YPLP PT PGRI Semarang Number 070/PY/U/Kpts/3.1/YPLP PT PGRI/IV/2018 dated 28 April 2018 concerning the Appointment of the Rector of UPGRIS for the 2018-2022 term.

DECIDES

To stipulate : **RECTOR'S REGULATION ON CODE OF ETHICS AND ACADEMIC ETHICS OF UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG**

First : The Code of Ethics and Academic Ethics of UPGRIS as stated in the appendix is an integral part of this regulation.

Second : This regulation shall come into force on the date of its enactment and shall be amended as necessary if any errors are found in its enactment at a later date.

Copies are hereby forwarded to:

1. Chairman of YPLP PT PGRI Semarang
2. Vice Rectors
3. Director of Postgraduate Programme
4. Deans
5. Head of Academic and Student Affairs Bureau
6. Head of General and Financial Affairs Bureau
7. Head of Information and Communication Technology Centre within UPGRIS



Issued in Semarang
on the date: 27 November 2020

The Rector,

Dr. Muhdi, SH., M.Hum.

NPP 896201055

**CODE OF ETHICS AND ACADEMIC ETHICS OF UNIVERSITAS PERSATUAN GURU
REPUBLIC INDONESIA SEMARANG**

**CHAPTER I
GENERAL PROVISIONS**

Article 1

In this regulation, what is meant by:

1. Universitas PGRI Semarang, hereinafter referred to as UPGRIS;
2. Rector is the highest leader of UPGRIS who is authorized and responsible for the implementation of university administration;
3. Faculty is a group of supporting resources that organize and manage academic education within a specific scientific or technological discipline at UPGRIS;
4. Postgraduate Program is an academic organizational unit at the faculty level that organizes master's and doctoral programs led by a director;
5. Study Program is a unit of educational and learning activities that has a curriculum and specific learning methods within one academic education or professional program;
6. Academic Community (Civitas Akademika) consists of lecturers and students within UPGRIS;
7. Lecturers are professional educators and scientists whose main duties are to transform, develop, and disseminate knowledge, technology, and art through education, research, and community service;
8. Students are members of the academic community who are registered and actively studying at UPGRIS;
9. Education Personnel are members of the academic community who dedicate themselves and are appointed to support the organization of education at UPGRIS;
10. Code of Ethics is a set of norms governing attitudes and obligations that serve as guidelines for thinking, behaving, and acting in daily activities related to professional responsibilities;
11. University Leaders consist of the Chancellor, Vice Chancellors, Deans, Directors, Heads of Institutions, Heads of Bureaus, Heads of Technical Implementation Units, and Heads of Divisions;
12. Tri Dharma of Higher Education refers to the implementation of the three obligations of higher education institutions, namely education, research, and community service, based on integrity and exemplary conduct.

Article 2

1. UPGRIS has a Code of Ethics and Academic Ethics.
2. The Code of Ethics as referred to in paragraph (1) consists of:
 - a. Lecturer Code of Ethics;
 - b. Education Personnel Code of Ethics; and
 - c. Student Code of Ethics.
3. The Lecturer Code of Ethics as referred to in paragraph (2) letter a serves as a guideline for the attitudes and conduct of lecturers in carrying out the Tri Dharma of Higher Education at UPGRIS and in daily life both on and off campus.
4. The Education Personnel Code of Ethics as referred to in paragraph (2) letter b serves as a guideline for the attitudes and conduct of education personnel in carrying out the Tri Dharma of Higher Education at UPGRIS and in daily life both on and off campus.
5. The Student Code of Ethics as referred to in paragraph (2) letter c serves as a guideline for the attitudes and conduct of students in carrying out the Tri Dharma of Higher Education at UPGRIS and in daily life both on and off campus.
6. Academic Ethics as referred to in paragraph (1) constitutes guidelines for conduct for the academic community in carrying out the Tri Dharma of Higher Education at UPGRIS.
7. Academic Ethics as referred to in paragraph (1) consists of:
 - a. Academic ethics for lecturers; and
 - b. Academic ethics for students.

Article 3

1. The Code of Ethics is based on:
 - a. integrity;
 - b. propriety, politeness, and courtesy;
 - c. openness;
 - d. exemplary conduct; and
 - e. balance, harmony, and alignment.
2. Integrity as referred to in paragraph (1) letter a constitutes personal attitudes that reflect balance and harmony of spiritual character, physical condition, spiritual, emotional, intellectual intelligence, honesty, responsibility, and strong commitment in performing duties.
3. Propriety, politeness, and courtesy as referred to in paragraph (1) letter b constitute norms reflecting polite behavior and actions in carrying out duties, realizing comfort and order.
4. Openness as referred to in paragraph (1) letter c constitutes responsive behavior and actions in addressing and creating opportunities to advance knowledge.
5. Exemplary conduct as referred to in paragraph (1) letter d constitutes attitudes and behaviors that deserve to be emulated in performing noble values starting from oneself.
6. Balance, harmony, and alignment as referred to in paragraph (1) letter e constitute attitudes that maintain balance, harmony, and alignment among the interests of the government, society, the academic community, and education personnel.

CHAPTER II LECTURER CODE OF ETHICS

Part One Scope of the Lecturer Code of Ethics

Article 4

The Lecturer Code of Ethics includes:

- a. ethics of lecturers in the field of education;
- b. ethics of lecturers in the field of research and community service;
- c. ethics of lecturers in the field of scientific publications;
- d. ethics of lecturers toward UPGRIS;
- e. ethics of lecturers toward oneself;
- f. ethics of lecturers in society;
- g. ethics of lecturers toward fellow lecturers;
- h. ethics of lecturers toward students; and
- i. ethics of lecturers toward education personnel.

Article 5

Lecturer ethics in the field of education, as referred to in Article 4 letter a, include the following:

- a. fostering creativity and providing positive encouragement to students with professional spirit to form exemplary conduct;
- b. avoiding actions that may lead to conflicts of interest, whether personal or institutional;
- c. delivering knowledge and technology responsibly;
- d. possessing cooperative attitudes and commitment in realizing the vision and mission of the study program, faculty, and university;
- e. maintaining limits of expertise and scientific responsibility in exercising academic freedom;
- f. providing guidance to students in academic and extracurricular or intramural activities;
- g. setting an example and providing encouragement, as well as fostering students' creativity;
- h. maintaining honor and dignity in carrying out duties as a lecturer;
- i. guiding students academically and non-academically with full dedication, discipline, and wisdom.

Article 6

Lecturer ethics in the field of research and community service, as referred to in Article 4 letter b, include the following:

- a. keeping up with developments and advancing knowledge and technology;
- b. having concern for and sensitivity to social issues, contributing knowledge and technology for the benefit of society and UPGRIS;
- c. developing knowledge and technology with integrity;
- d. acting rationally, objectively, honestly, and wisely;
- e. conducting research using valid verification to obtain optimal results;
- f. respecting and treating research subjects and community service beneficiaries ethically;
- g. directing research toward the advancement of science and technology for the acquisition of intellectual property rights or patents.

Article 7

Lecturer ethics in the field of scientific publications, as referred to in Article 4 letter c, include the following::

- a. avoiding plagiarism, whether intentional or unintentional, in obtaining or reporting scientific work, including the use of others' works as references or materials acknowledged as scientific works, without proper citation;
- b. not engaging in data falsification or manipulation, including listing one's name in a scientific work without contributing as an author;
- c. using research data or results obtained from collaborative research with scientific integrity;
- d. using research data or results of supervised students only with the consent of the student concerned;
- e. publishing or disseminating scientific works, whether unpublished or already published, by acknowledging them as part of one's scientific contributions;
- f. attributing authorship fairly to all individuals who played a direct role in the research and scientific writing.

Article 8

Lecturer ethics toward UPGRIS, as referred to in Article 4 letter d, include the following:

- a. upholding and understanding the vision and mission of UPGRIS;
- b. actively participating in maintaining and developing UPGRIS;
- c. safeguarding and enhancing the good reputation of UPGRIS;
- d. upholding academic freedom and fostering an academic atmosphere at UPGRIS;
- e. complying with laws and regulations as well as provisions applicable at UPGRIS;
- f. being polite in appearance and conduct;
- g. maintaining discipline and behaving ethically in all activities..

Article 9

Lecturer ethics toward oneself, as referred to in Article 4 letter e, include the following:

- a. acting with full sincerity and commitment;
- b. avoiding conflicts of interest of a personal, group, or factional nature;
- c. taking initiative to improve the quality of knowledge, skills, and proactive attitudes in developing competence;
- d. refusing gratuities in any form related to the duties and obligations as a lecturer.

Article 10

Lecturer ethics in society, as referred to in Article 4 letter f, include the following:

- a. maintaining tolerance toward others in the community;
- b. prioritizing deliberation and consensus in resolving issues within the community.
- c. refraining from anarchic and provocative actions that may disturb and disrupt social harmony;

- d. maintaining environmental sustainability and cleanliness;
- e. actively participating in community activities;
- f. fostering a culture of mutual assistance and cooperation within the community;
- g. serving as a role model as a good citizen in society;
- h. respecting all citizens without discrimination based on religion, belief, ethnicity, race, or social status;
- i. providing services with empathy, courtesy, without coercion, and in a non-discriminatory manner.

Article 11

Lecturer ethics toward fellow lecturers, as referred to in Article 4 letter g, include the following:

- a. working harmoniously in carrying out the Tri Dharma of Higher Education at UPGRIS;
- b. developing and enhancing professional competence;
- c. being courteous, exemplary, and maintaining the good name of fellow lecturers;
- d. fostering creativity and providing positive encouragement to improve work performance;
- e. respecting academic freedom responsibly.

Article 12

Lecturer ethics toward students, as referred to in Article 4 letter h, include the following:

- a. carrying out the educational process sincerely, creatively, communicatively, and based on noble moral values;
- b. acting fairly and without discrimination;
- c. guiding and providing opportunities for students to acquire, develop, and apply knowledge and technology;
- d. striving to be a role model for students;
- e. being responsible for students' academic development;
- f. providing accurate and truthful information.

Article 13

Lecturer ethics toward education personnel, as referred to in Article 4 letter i, include the following:

- a. respecting education personnel without discrimination based on religion, belief, ethnicity, race, or social status;
- b. respecting differences of opinion;
- c. working harmoniously in carrying out the Tri Dharma of Higher Education at UPGRIS.

Part Two

Enforcement of the Lecturer Code of Ethics

Article 14

1. Any person may submit an allegation of a violation of the Code of Ethics to the leadership of UPGRIS.
2. Allegations of violations as referred to in paragraph (1) shall be submitted in writing and accompanied by the identity of the complainant and supporting evidence.
3. The UPGRIS leadership receiving the report as referred to in paragraph (1) is obliged to examine the alleged violation and appoint a reporter/examiner.
4. Procedures for examining alleged violations as referred to in paragraph (3) shall be conducted in accordance with guidelines stipulated by the Rector.

Part Three

Sanctions for Violations of the Lecturer Code of Ethics

Article 15

1. Lecturers proven to have violated the Code of Ethics may be subject to the following sanctions:
 - a. administrative sanctions; and/or

- b. academic sanctions.
- 2. Administrative sanctions as referred to in paragraph (1) letter a may include:
 - a. an apology, a statement of regret, and a written declaration of willingness to accept disciplinary sanctions in accordance with applicable laws and regulations;
 - b. suspension, demotion, or termination of entitlement to certain incentives;
 - c. temporary suspension of publication rights within a specified period;
 - d. in the event of repeated violations, sanctions may include verbal warnings, written warnings, or termination of employment.
- 3. Academic sanctions as referred to in paragraph (1) letter b may include:
 - a. prohibition from teaching, supervising, and/or examining for a certain period; and/or
 - b. prohibition from conducting research and community service funded by UPGRIS or the Ministry for a certain period.

Article 16

In addition to the sanctions referred to in Article 15, lecturers who commit violations of the Code of Ethics may be subject to sanctions in accordance with applicable laws and regulations.

CHAPTER III CODE OF ETHICS FOR EDUCATION PERSONNEL

Part One Scope of the Code of Ethics for Education Personnel

Article 17

The Code of Ethics for Education Personnel consists of:

- a. ethics toward UPGRIS;
- b. ethics toward oneself;
- c. ethics toward fellow education personnel; and
- d. ethics in society.

Article 18

Ethics of education personnel toward UPGRIS, as referred to in Article 17 letter a, include the following:

- a. carrying out duties and functions in accordance with assigned responsibilities;
- b. maintaining confidentiality of office-related matters;
- c. complying with standard operating procedures;
- d. working innovatively and visionarily;
- e. providing excellent service to service users;
- f. complying with applicable rules;
- g. respecting and valuing fellow education personnel and colleagues;
- h. submitting reports to superiors in the event of deviations from work procedures;
- i. refraining from falsifying data and administrative information;
- j. being willing to accept new assignments with full responsibility.

Article 19

Ethics of education personnel toward oneself, as referred to in Article 17 letter b, include the following:

- a. performing religious observance in accordance with one's religion and beliefs;
- b. being polite and humble in daily behavior;
- c. being proactive in improving knowledge and developing competence;
- d. refusing gratuities in any form;
- e. upholding honesty and truthfulness in all actions;
- f. maintaining a neat and polite appearance.

Article 20

Ethics of education personnel toward fellow education personnel, as referred to in Article 17 letter c, include the following:

- a. being fair and non-discriminatory;
- b. working together harmoniously and synergistically with leaders and/or subordinates as well as fellow education personnel;
- c. being responsive, caring, and willing to help sincerely;

- d. respecting opinions, the work of education personnel, and being open to criticism in the performance of duties.

Article 21

Ethics of education personnel in society, as referred to in Article 17 letter d, include the following:

- a. respecting the religion, beliefs, culture, and customs of others;
- b. refraining from anarchic and provocative actions that may disturb and disrupt social harmony;
- c. maintaining environmental sustainability and cleanliness;
- d. fostering a culture of mutual assistance and cooperation within the community.

Part Two

Enforcement of the Code of Ethics for Education Personnel

Article 22

In performing their duties and/or profession, education personnel are prohibited from intentionally:

- a. abandoning official duties and/or obligations as education personnel without valid reasons;
- b. degrading telling the dignity of the academic community, superiors, colleagues, and others, both inside and outside UPGRIS;
- c. using language that violates ethics and politeness in communication or expressing opinions, either orally or in writing;
- d. engaging in corrupt practices in the performance of duties;
- e. committing acts that may damage the good reputation of UPGRIS.

Article 23

1. Any person may submit an allegation of a violation of the Code of Ethics to the head of the work unit.
2. Allegations as referred to in paragraph (1) shall be submitted in writing and accompanied by a description of the alleged violation, the identity of the reporter, and supporting evidence.
3. The head of the work unit receiving the complaint as referred to in paragraph (2) is obliged to examine the report and appoint an examiner.
4. In the event that the head of the work unit commits the alleged violation, the complaint shall be deemed to have directly alleged a violation of the Code of Ethics.
5. If the alleged violation is committed by the head of the work unit, the report shall be submitted to the Rector.

Part Three

Sanctions for Violations of the Code of Ethics for Education Personnel

Article 24

1. Violations of the provisions referred to in Article 22 shall be subject to administrative sanctions in the form of:
 - a. an apology, a statement of regret, and a written declaration of willingness to accept disciplinary sanctions in accordance with applicable laws and regulations;
 - b. written warnings; and/or
- c. suspension, reduction, and/or termination of entitlement to incentives in certain activities for a specified period.
2. The sanctions as referred to in paragraph (1) may take the form of suspension, reduction, or termination of incentives for certain activities for a period determined by the Rector.
3. In the event of violations of the provisions referred to in Article 22, sanctions may also take the form of verbal warnings, written warnings, or termination of employment.

CHAPTER IV STUDENT CODE OF ETHICS

Part One Scope of the Student Code of Ethics

Article 25

The Student Code of Ethics of UPGRIS includes:

- a. ethics of students toward UPGRIS;
- b. ethics of students toward lecturers;
- c. ethics of students toward education personnel;
- d. ethics of students toward fellow students;
- e. ethics of students toward society;
- f. ethics of students in the learning process;
- g. ethics of students in extracurricular activities;
- h. ethics of students in expressing opinions outside the learning process; and
- i. ethics of students toward oneself.

Article 26

Ethics of students toward UPGRIS, as referred to in Article 25 letter a, include the following:

- a. complying with laws and regulations and provisions applicable at UPGRIS;
- b. upholding the good name of UPGRIS;
- c. maintaining cleanliness, security, orderliness, aesthetics, and a sense of family within the UPGRIS environment.

Article 27

Ethics of students toward lecturers, as referred to in Article 25 letter b, include the following:

- a. respecting lecturers without discrimination based on ethnicity, religion, race, and without being influenced by personal likes or dislikes;
- b. being polite and courteous toward lecturers in interactions both within and outside the UPGRIS environment;
- c. safeguarding the good name of lecturers;
- d. conveying accurate information regarding lecturers or other parties;
- e. expressing opinions politely and rationally, supported by clear arguments;
- f. not giving gratuities to lecturers with the intention of influencing academic assessment;
- g. not demonstrating improper conduct toward lecturers, either directly or through intermediaries;
- h. not exhibiting disrespectful attitudes toward lecturers;
- i. being responsible for actions related to interactions with lecturers;
- j. conducting consultations with lecturers in accordance with communication ethics and observing reasonable and appropriate timing.

Article 28

Ethics of students toward education personnel, as referred to in Article 25 letter c, include the following:

- a. respecting education personnel without discrimination based on ethnicity, religion, race, or personal preference;
- b. being polite and courteous toward education personnel both within and outside UPGRIS;
- c. not giving gratuities to education personnel to obtain special treatment or to commit acts contrary to laws and regulations within UPGRIS;
- d. not making threats, either directly or through intermediaries, toward education personnel;
- e. safeguarding the good name of education personnel both within and outside UPGRIS;
- f. being polite and courteous toward education personnel in accordance with working hours during interactions within and outside UPGRIS.

Article 29

Ethics of students toward fellow students, as referred to in Article 25 letter d, include the following:

- a. respecting fellow students without discrimination based on ethnicity, religion, race, or personal preference;
- b. being friendly, courteous, and fair in interactions within and outside UPGRIS;
- c. cooperating effectively with fellow students in the learning process;

- d. not committing threats or acts of violence toward fellow students within or outside UPGRIS;
- e. supporting and motivating one another;
- f. respecting differences of opinion and viewpoints among students;
- g. maintaining order and tranquility for students participating in the learning process;
- h. actively rejecting narcotics and psychotropic substances;
- i. refraining from immoral conduct.

Article 30

Ethics of students toward society, as referred to in Article 25 letter e, include the following:

- a. being friendly and courteous toward the community;
- b. avoiding acts that violate applicable social norms;
- c. refraining from immoral conduct;
- d. encouraging the community to act positively, refrain from reprehensible acts, and avoid the use of narcotics and psychotropic substances.

Article 31

Student ethics in the learning process, as referred to in Article 25 letter f, include: being friendly and courteous toward the community;

- a. In lecture rooms, laboratories, and workshops:
 - 1. dressing neatly, cleanly, and politely;
 - 2. being courteous when expressing opinions;
 - 3. not signing attendance lists for students who are absent; and
 - 4. maintaining cleanliness of lecture rooms, laboratories, and workshops.
- b. In preparing academic papers:
 - 1. upholding high academic integrity;
 - 2. using valid data and information.
- c. In taking examinations:
 - 1. complying with examination rules established by UPGRIS;
 - 2. being honest and not committing any form of cheating.

Article 32

Student ethics in extracurricular activities, as referred to in Article 25 letter g, include the following:

- a. complying with applicable regulations in extracurricular activities undertaken;
- b. working collaboratively to achieve achievements through commendable means;
- c. upholding high values of honesty in every extracurricular activity;
- d. working together to produce achievements and works.

Article 33

Student ethics in expressing opinions outside the learning process, as referred to in Article 25 letter h, shall observe the following norms:

- a. being orderly and commendable in expressing thoughts and attitudes, and being responsible for the truth of facts and opinions conveyed;
- b. maintaining public facilities and other facilities;
- c. complying with applicable laws and regulations in expressing opinions.

Article 34

Student ethics toward oneself, as referred to in Article 25 letter i, by maintaining competence and personal integrity, include the following:

- a. maintaining behavior in accordance with religious, social, and Indonesian cultural norms;
- b. using obtained grades in accordance with applicable regulations;
- c. having confidence in one's own abilities and not using the influence of others to affect lecturers' assessments.

Part Two Enforcement of the Student Code of Ethics

Article 35

UPGRIS students are prohibited from committing the following acts:

- a. plagiarism, falsification of documents, and other forms of cheating, whether individually or jointly with others;
- b. committing acts of immorality against lecturers and/or structural officials within UPGRIS;

- c. damaging campus facilities and/or using campus facilities without permission;
- d. student activities and other activities involving external parties without permission;
- e. acts of destruction that disrupt order and the implementation of programs organized by UPGRIS;
- f. behaving impolitely and containing elements of harassment based on ethnicity, religion, race, and intergroup relations;
- g. demonstrating permanent or temporary protests and remembering outside established procedures;
- h. engaging in practical political activities and disseminating prohibited ideologies within UPGRIS;
- i. committing criminal acts and offenses in accordance with applicable laws and regulations.

Article 36

1. The Dean is responsible for enforcing the Student Code of Ethics within the faculty environment.
2. Enforcement of the Student Code of Ethics shall be carried out by the faculty.

Article 37

1. Any person within the UPGRIS environment may submit an allegation of a violation of the Student Code of Ethics to the head of the work unit.
2. Submission of allegations as referred to in paragraph (1) shall be made in writing and include a description of the alleged violation, the identity of the reporter, and supporting evidence.
3. The head of the work unit receiving the report as referred to in paragraph (2) is obliged to examine the report and maintain the confidentiality of the reporter's identity.
4. In the event that the head of the work unit does not conduct the examination as referred to in paragraph (3), the superior of the head of the work unit shall be deemed to have committed a violation of the Code of Ethics.

Part Three

Sanctions for Violations of the Student Code of Ethics

Article 38

Sanctions for students who violate the Code of Ethics consist of:

- a. written warnings;
- b. suspension of academic, financial, and/or other administrative services;
- c. revocation of the right to participate in academic activities for a specified period; and
- d. dismissal as a UPGRIS student..

Article 39

1. In the event of a violation of the Student Code of Ethics within lecture rooms, laboratories, or workshops witnessed directly by lecturers and/or laboratory/workshop staff, lecturers or staff may impose verbal warnings, replace damaged laboratory equipment, and/or prohibit students from attending lectures/practicums at the time the violation occurs.
2. Students who receive verbal warnings as referred to in paragraph (1) may submit an objection to the Dean through the Study Program Coordinator, accompanied by an academic advisor.

CHAPTER V ACADEMIC ETHICS

Article 40

The academic community is obliged to:

- a. believe in and be devoted to Almighty God, uphold the law and regulations, and act in accordance with duties and functions;
- b. uphold seriousness and full awareness of responsibility;
- c. uphold honesty and carry out the Tri Dharma of Higher Education;
- d. uphold noble values of humanity and practice the development, dissemination, and application of science and technology for civilization, benefit, and human welfare;
- e. provide exemplary conduct in patterns of thought and behavior within society;
- f. uphold and respect academic freedom in maintaining and advancing knowledge through studies, research, discussion, and dissemination of scientific knowledge and technology based on scientific principles;

- g. uphold academic freedom, freedom of thought, and freedom of expression in academic forums such as lectures, seminars, and other scientific activities based on scientific principles;
- h. be willing to accept criticism, criticize others constructively, and express opinions based on mutual respect;
- i. maintain academic communication within the academic community consistently, humbly, and with mutual respect.
- j.

Article 41

Members of the academic community, as academic individuals, are prohibited from:

- a. falsifying research results; copying, using, or imitating part or all of others' works or creations without proper acknowledgment, including claiming others' scientific works as their own;
- b. disclosing academic secrets, such as inventions or research results that are not yet publicly known;
- c. intentionally or unintentionally misleading others, causing erroneous perceptions in thinking, even if actions are not based on improper intentions;
- d. demonstrating deviant behavior or committing unethical actions in carrying out academic tasks;
- e. abusing trust granted to them, committing academic fraud, including buying and selling grades or academic degrees, committing deceitful acts, and/or betraying academic and professional duties.

CHAPTER VI TRANSITIONAL PROVISIONS

Article 42

Upon the enactment of this Rector's Regulation:

- a. allegations of violations of the Code of Ethics committed by members of the academic community and education personnel that are currently under examination by the ethics committee shall be processed based on the guidelines stipulated by the Rector;
- b. allegations of violations of the Code of Ethics committed by members of the academic community and education personnel that have not yet been examined by the ethics committee shall be processed based on this Rector's Regulation.

CHAPTER VII CLOSING PROVISIONS

Article 43

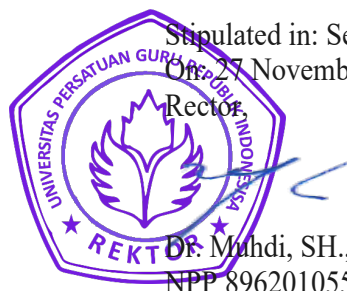
Upon the enactment of this Rector's Regulation:

- a. Rector's Decision Number 002/PR/UPGRIS/I/2015 on the Lecturer Code of Ethics;
- b. Rector's Decision Number 003/PR/UPGRIS/I/2015 on the Code of Ethics for Education Personnel;
- c. Rector's Decision Number 004/PR/UPGRIS/I/2015 concerning the Student Code of Ethics is revoked and declared invalid.

Article 44

This Rector's Regulation shall come into force on the date of its stipulation.

Stipulated in: Semarang
On: 27 November 2020
Rector



DR. Muhdi, SH., M.Hum.
NPP 896201055