



PHOENICIA UNIVERSITY

Ethics Policy

I. Preamble:

At Phoenicia University (PU), we strive to maintain the highest ethical standards and uphold core values of integrity, transparency, accountability, inclusiveness, authenticity, credibility, and diversity. We are committed to providing accessible and equitable academic opportunities to all students, and we expect all members of the PU community – academic staff members, non-academic staff members, and students - to adhere to these principles. Our commitment to sustainable ethical conduct applies to our global connections and future collaborations.

II. General Principles:

PU adheres to the following principles:

1. Educational Integrity:

PU fosters fairness and ethical behavior in academic assessments and implement a culture of ethical behavior and compliance with norms, laws, and regulations. Our commitment to educational integrity ensures equal access and opportunity for all students.

PU thrives to create, secure and sustain a quality learning ambiance which reflects its pursuit in:

- Enhancing students-centeredness
- Integrating practical learning into the teaching process
- Encouraging students to be active participants
- Boosting peer support programs where students can engage in team-work and one-to-one learning facilities
- Prompting students to take role in shaping their learning experience and learning outcomes

2. Financial Integrity:

PU prohibits unscrupulous practices such as bribes, blackmail, kickbacks, fraud, and other unlawful payments. PU academic staff members and non-academic staff members are

expected to comply with our ethics code when accepting gifts, donations, funding, or any courtesies. Our financial integrity principles apply to all local and global affiliations.

PU community must take into consideration that:

- Any valued thing is one kind of bribe not only cash
- Any third party engagement entails authorization of the person taking third part in
- Confidentiality is paramount

3. Academic Freedom

Subject to applicable law, PU upholds principles of academic freedom, freedom of speech, and freedom of expression, especially on unconventional topics. We encourage all members of our community to speak up, raise concerns, and provide feedback. Retaliation against any reporter is always prohibited.

PU approach for handling concerns is trilateral and includes:

- Listening carefully
- Responding respectfully
- Protecting confidentiality

4. Inclusiveness:

PU strives to promote diversity, equality, and a sense of belonging in our community. We stand against all forms of discrimination, including racism, sexism, ableism, sectarianism, and all forms of discrimination based on political or gender views. We advocate a mindset that values inclusion, mutual respect, equity, civility, and empathy.

We inspire students to take proactive stances against bias and discrimination, and acknowledge implicit biases as forms of discrimination that need to be eliminated.

5. Accountability and Transparency:

PU adopts a transparent, authentic, and accountable decision-making framework that is consistent with our ethical policy. Potential decisions are assessed for their ethical compatibility and potential risks.

6. Socially Responsible Engagements:

PU contributes to our local community and engages in global partnerships that align with our ethical principles. Our partnerships seek authentic impact rather than financial gain, and are scrutinized in accordance with ethical principles.

7. Responsible Communication:

While communicating with public, PU staff members and students must unless authorized:

- Use social media platforms to speak on behalf of our organization
- Never share confidential information

III. Conclusion:

PU's Ethical Policy serves as a reference guide for all members of our community, and we expect them to abide by these principles. Our commitment to sustainable ethical conduct ensures that we remain a good force.

Thank You

