

*Translation from the Lithuanian language*

APPROVED BY

Order No. V1-28 of the Director of the  
Lithuanian Energy Institute of 5 June  
2024

## **CODE OF ACADEMIC ETHICS OF THE LITHUANIAN ENERGY INSTITUTE**

### **SECTION I. GENERAL PROVISIONS**

1. The Code of Academic Ethics (the ‘Code’) of the Lithuanian Energy Institute (LEI) covers the basic norms of professional ethics and individual behaviour of the members of the LEI academic community (the ‘Community’).

2. LEI is committed to respecting and protecting the academic freedom of Community members and to upholding the principles of academic ethics.

3. The Code is developed taking into account the principles and norms of the Constitution of the Republic of Lithuania, the Law on Science and Studies of the Republic of Lithuania, the Law on Education of the Republic of Lithuania, other laws and regulations of the Republic of Lithuania, the Universal Declaration of Human Rights, the European Universities’ Charter, the European Code of Conduct for Research Integrity, the Articles of Association of the Lithuanian Energy Institute, and the recommendations prepared by the Ombudsperson of the Republic of Lithuania for Academic Ethics and Procedures<sup>1</sup> as well as the Guidelines for Publication Ethics adopted by the Lithuanian University Rectors’ Conference<sup>2</sup>.

4. The Code was developed and discussed with the Community as their professional agreement and true will that guides the day-to-day academic activities of LEI.

### **SECTION II. DEFINITIONS**

5. Academic ethics<sup>3</sup> is a set of generally accepted values, principles and scientific practices that ensure transparency, integrity, justice, responsibility, equality of persons, non-discrimination, academic freedom, trust and respect in the conduct and dissemination of scientific activities and science and in the pursuit of studies and study-related activities.

6. The Community consists of scientists, doctoral students, other researchers and other staff directly involved in scientific and study-related activities.

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<sup>1</sup> Recommendations to Research and Study Institutions on the Drafting, Adoption and Implementation of Codes of Academic Ethics approved by Order No V-3821 of 25 August 2020 of the Ombudsperson of the Republic of Lithuania for Academic Ethics and Procedures

<sup>2</sup> Tauginienė, L., Cibulskienė, J., Berkmanas, T., Janutėnienė, J., Braziulienė, A., Kazlauskaitė, R., Kližentis, V., Toleikienė, R., Zamokas, G., Sipavičienė, S., Vaičaitis, V. and Marozas, V. 2019. Publication Ethics: Guidelines. Vilnius: Lithuanian University Rectors’ Conference

<sup>3</sup> The Law of the Republic of Lithuania on Science and Studies, 30 April 2009, No XI-242, Vilnius

7. Other staff directly involved in scientific and study-related activities comprise administrative staff, trainees, interns, staff of research and development projects, etc.

8. A violation of academic ethics is a breach of generally accepted values, any act that violates the principles and scientific practices that ensure transparency, integrity, fairness, justice, responsibility, equality of persons, non-discrimination, academic freedom, trust and respect in the conduct and dissemination of scientific activities and science and in the pursuit of studies and study-related activities.

9. Academic freedom<sup>3</sup> includes freedom of thought, freedom of expression, freedom of choice of methods and access to scientific and pedagogical activities in accordance with recognised ethical principles, protection from restrictions and sanctions for announcing one's own results of research and development as well as beliefs, except where the announced information is a state or official secret and/or a violation of the laws of the Republic of Lithuania.

10. The responsible exercise of the right of academic freedom requires that members of the Community recognise the same right for other members of the Community.

11. Plagiarism<sup>2</sup> means the presentation of another's work or part thereof as one's own without proper citation (e.g., without quotation marks and/or other distinction from the rest of the text) and/or without acknowledgement of the sources used. Types of plagiarism:

11.1. Duplicate publication is a published work, or major chapters of a published work, published more than once (in the same or other languages) without proper acknowledgement of the source of the other authors, of one's own previous related publications or explanations, and when the same or substantially overlapping data are presented in more than one scientific journal without proper reference to their previous publications or explanations, especially when this is done in such a way that reviewers/readers do not realise that most or all of the research results have been previously published;

11.2. Patchwork plagiarism occurs when a derivative written work is composed of passages from several different sources, with or without references;

11.3. Multimedia plagiarism is the use of multimedia (audio recordings, photographs, videos, music and other media) without acknowledging the source;

11.4. Invalid source means the inclusion of an expired reference or a reference to a non-existent source;

11.5. Omitting a reference is the unintentional omission of references to works by other authors (failure to quote);

11.6. Verbatim plagiarism is reproducing and/or publishing another author's work verbatim as one's own; copying another author's work word for word without acknowledging the source used;

11.7. Paraphrasing plagiarism is incorrect paraphrasing where individual words are replaced with synonyms;

11.8. Self-plagiarism is a form of duplicate publication in which an author repeats parts of their own work without referencing (quoting) their previously published work;

11.9. Image plagiarism is the use of images (photographs, videos, graphic data) without proper authorisation or without acknowledging the source;

11.10. Translation plagiarism is publishing a translation of a work published in another language without reference to that work.

12. Falsification<sup>2</sup> is the forgery of existing (genuine) teaching, research or study content, research protocols, curricula vitae, descriptions of scientific activities, images, data, equipment or processes by misrepresenting<sup>2</sup> them:

12.1. Data omission is a form of forgery of real data by reducing the data set or omitting data that do not correspond to the desired conclusions or results;

12.2. Forgery of real data is unjustified manipulation of research data to create a misleading impression.

13. Fabrication<sup>2</sup>. In research, the term ‘forgery of new false data’ refers to the creation of research protocols, curricula vitae, descriptions of scientific activities, data, experiments, or other relevant information in an application, research, or research report:

13.1. Forgery of new false data is making up data and using them as if they were real.

14. Gift authorship<sup>2</sup> is the inclusion as an author of a person who did not contribute or did not substantially contribute.

15. Mutual support authorship<sup>2</sup> is the practice where two or more researchers agree to include each other’s names in their publications to gain an unfair advantage, even though one or the other has made no or minimal contributions.

16. Fake authorship<sup>2</sup> is the inclusion of a non-existent person as a co-author of a work; inclusion of another person as a co-author without their consent; inclusion of a stranger as a co-author without their consent.

17. Coercive authorship<sup>2</sup> is authorship that is demanded, but not voluntarily given.

18. Ghost authorship<sup>2</sup> is the practice of using an unnamed author (a contributor who is not credited as an author) who has written or prepared the text for publication.

### **SECTION III. PURPOSE OF THE CODE**

19. To define the norms of ethical academic behaviour and to establish a common understanding of the content of the principles of academic ethics for all members of the Community.

### **SECTION IV. OBJECTIVES OF THE CODE**

20. To establish the principles of academic ethics and norms of ethical academic behaviour.

21. To determine the forms of behaviour that violate the principles of academic ethics as well as characteristics of such forms.

22. To establish sanctions for violations of the principles of academic ethics and to determine the degrees of seriousness of the violation.

### **SECTION V. PRINCIPLES OF ACADEMIC ETHICS**

23. The fundamental values of the Community are adherence to the principles of science and studies as defined in the Law on Science and Studies<sup>3</sup> as well as to the principles of academic ethics as defined in this Code, in good (generally accepted) scientific practices (standards of academic ethics), and in the regulations.

24. There is no hierarchy to the principles of academic ethics.

25. The key principles of academic ethics<sup>3</sup>:

25.1. Integrity;

25.2. Trust;

- 25.3. Justice;
- 25.4. Respect;
- 25.5. Responsibility;
- 25.6. Equality.

26. The list of principles of academic ethics and the characteristic types of behaviour that violate them contained in the Code is not, and cannot be considered, exhaustive. Where a form of unethical behaviour is not specified, it is defined in accordance with good (generally accepted) scientific practices, such as codes of conduct (ethics) or guidelines of professional associations, societies and other organisations. The order in which violations are listed in the Code does not imply the importance of the violation.

27. The principles of academic ethics set out in paragraph 25 of the Code guide members of the Community in all academic relationships relating to scientific activities, the dissemination of science, studies, study-related activities and other academic activities, both with other members of the Community and with other persons with whom they have a relationship related to their studies and/or scientific activities, such as collaborative research, training, internships and other activities.

## **SECTION VI. NORMS OF BEHAVIOUR COMPLYING WITH THE PRINCIPLES OF ACADEMIC ETHICS**

### **Principle of Integrity**

28. **Behaviour complying with the principle:** Members of the Community must insist on complete integrity in their learning, teaching, research and other academic activities, and in the dissemination of scientific knowledge (whether by drafting scientific publications, giving scientific presentations or engaging in activities for the popularisation of science).

29. **Norm:** To conduct research with integrity and to share scientific knowledge and research results with integrity.

### **The Principle of Trust**

30. **Behaviour complying with the principle:** In exercising their rights and responsibilities, members of the Community foster a culture of trust that encourages the free exchange of ideas and enables everyone to reach their potential.

31. **Norm:** Freedom of opinion and expression, a tradition of critical thinking and an atmosphere of open debate based on goodwill and responsibility for one's actions.

### **The Principle of Justice**

32. **Behaviour complying with the principle:** In creating objective and uniform institutional requirements, practices, and procedures, members of the Community ensure that they are implemented properly.

33. **Norm:** Justice, impartiality in assessment, and separation of private and public interests.

### **Principle of Respect**

34. **Behaviour complying with the principle:** Members of the Community must recognise and respect human rights, ideas, suggestions, justified criticism, copyright and other rights in promoting respect in their relationships, for themselves and others, and for scientific activities, studies and study-related activities.

35. **Norm:** Collegiality, propriety, respect.

### **The Principle of Responsibility**

36. **Behaviour complying with the principle:** In addition to encouraging each other to be responsible for their own actions, members of the Community must themselves observe the requirements of ethical behaviour in research, dissemination of science, studies, teaching and other academic activities, and must demand both personal and collective responsibility from other members of the Community.

37. **Norm:** The pursuit of excellence and truth in one's field of research, research that is ethical in relation to the objects of research, respect for the Community, one of the expressions of which is the priority given to problem solving within the Community.

### **Principle of Equality**

38. **Behaviour complying with the principle:** All members of the Community are equal before the law and documents approved by LEI, so it is forbidden to treat analogue cases differently depending on the work position of the offender. This does not imply that different conditions cannot be applied, or different regulation of identical relationships is prohibited, but they are only possible for objective and justifiable reasons.

39. **Norm:** National legislation, this Code and other LEI documents apply equally to all members of the Community without discrimination on grounds of gender, race, nationality, etc.

## **SECTION VII.**

### **TYPES OF BEHAVIOUR THAT VIOLATE THE PRINCIPLES OF ACADEMIC ETHICS AND THEIR CHARACTERISTICS**

40. Types of behaviour that violate academic ethics are characterised by actions or attempted actions that cause/create an unfair and/or undeserved advantage for oneself or any other member of the Community, or create an undue disadvantage for any other person.

41. Fabrication, falsification and plagiarism (international abbreviation: FFP) are considered to be serious types of behaviour that violate the principles of academic ethics.

### **Principle of Integrity**

42. Violations (types of behaviour that violate the principle and their characteristics):

42.1. Fabrication, falsification or biased interpretation of scientific data, plagiarism;

42.2. Selective or inaccurate citation;

42.3. Unjustified expansion of research bibliography to please editors, reviewers or colleagues, or manipulation of bibliographic data;

42.4. Fraud or toleration of fraud, including, but not limited to, copying (cribbing), falsification of assessment or other records and documents relating to studies or science, etc.;

- 42.5. Breaking down research results into multiple publications to increase the number of publications;
- 42.6. Delaying or unreasonably interfering with the work of other researchers;
- 42.7. Hiding the use of artificial intelligence or automated tools in the creation of content or drafting of publications;
- 42.8. Unethical authorship, unjustified imposition of co-authorship on colleagues or subordinates (gift authorship, mutual support authorship, fake authorship, coercive authorship, ghost authorship);
- 42.9. Incorrect, undeserved attribution of the institution to which the author of the research or work belongs, or concealment of information about the institution, or deliberate concealment or suppression of the intellectual or financial contribution of persons who have contributed to the scientific activities;
- 42.10. Disclosure of research data to others when reviewing research papers and publications or considering applications and requests;
- 42.11. Allowing funders, sponsors or others to compromise the independence and impartiality of the research process or the impartial presentation of results.

### **The Principle of Trust**

- 43. Violations (types of behaviour that violate the principle and their characteristics):
  - 43.1. Ignoring or deliberately limiting the right of a member of the Community to express and defend their views in decision-making on research and development, the dissemination of science, studies or other matters;
  - 43.2. Ignoring or deliberately limiting the right to respond to criticism or accusations.

### **The Principle of Justice**

- 44. Violations (types of behaviour that violate the principle and their characteristics):
  - 44.1. Evaluating a work (a publication, etc.) based on a personal or ideological relationship rather than on the quality of the work submitted; unfair professional competition between colleagues, stirring up conflicts and devising schemes;
  - 44.2. Participating in illegal, dishonourable agreements;
  - 44.3. Withholding information from members of the Community or extracting promises not to disclose such information to other members of the Community;
  - 44.4. Putting psychological pressure on a member of the Community to obtain an undeserved grade or to conceal actions related to academic dishonesty;
  - 44.5. A conflict of interest, such as favouritism towards a family member, relative or business partner, or manifestations of undue exclusivity of a person;
  - 44.6. Misusing one's official position for personal reasons;
  - 44.7. Intolerance of dissenting views and/or reasoned criticism of colleagues on scientific issues.

### **Principle of Respect**

- 45. Violations (types of behaviour that violate the principle and their characteristics):

45.1. Disparaging the name of LEI and/or of a member of the Community, damage to their reputation, both in the performance of the member's direct job functions and, respectively, their behaviour in public (physical and virtual) environments unrelated to the member's job functions;

45.2. Obstructing the awarding of a degree, prize or other forms of recognition of a staff member's activities based on personal, business or political considerations;

45.3. Using private information about an individual (either by disclosing the individual themselves or by providing personally identifiable information) for teaching or research purposes without the individual's consent, where such information is not publicly available.

### **The Principle of Responsibility**

46. Violations (types of behaviour that violate the principle and their characteristics):

46.1. Lack of competence on the part of a member of the Community due to unwillingness to develop professionally, which clearly undermines the prestige of the Institute and does not meet the expectations of colleagues;

46.2. Deliberately disseminating false information (knowledge, data, etc.), demagoguery in professional activities;

46.3. Interpreting research results in a biased, one-sided manner;

46.4. Submitting a deliberately unsubstantiated report of a possible violation of academic ethics to the Academic Ethics Commission (the 'Commission') of LEI for consideration in relation to another member of the Community;

46.5. Bringing a researcher's name into disrepute because of misconduct or academic misconduct;

46.6. Mismanaging research data (mismanaged collection, analysis, storage, back-up and/or processing of personal data) during and/or after research (withholding research data or results without justification).

### **Principle of Equality**

47. Violations (types of behaviour that violate the principle and their characteristics):

47.1. In the event of a violation of job functions, work ethics or academic ethics, unjustifiably imposing different sanctions in the same circumstances on the basis of a staff member's position, influence, achievements, etc.;

47.2. Seeking to stand out undeservedly or to claim exclusive rights.

## **SECTION VIII.**

### **SANCTIONS FOR VIOLATIONS OF ACADEMIC ETHICS**

48. In all cases where the Commission finds a violation of the Code, it assesses the gravity (seriousness) of the violation by taking into account the impact, harm, scale, repetition and other characteristics of the violation.

49. The gravity (seriousness) of the violation and the recommended sanctions must be consistent with each other.

50. Where the Commission finds a violation of academic ethics, or finds that a deliberately unsubstantiated report of a possible violation of academic ethics has been submitted to the Commission in relation to another member of the Community, it takes a decision and offers

recommendations to the Director of LEI on the imposition of one or more sanctions *inter alia* (the list is not exhaustive):

- 50.1. Ordering to stop unethical behaviour;
- 50.2. Giving a personal (verbal) warning to the offender;
- 50.3. Issuing a public, anonymised warning to the offender on the LEI website and recording the violation in the staff member's (doctoral student's) file;
- 50.4. Ordering to attend ethics-related training, conferences or other events;
- 50.5. Initiating a restriction on leading projects or being appointed as a doctoral supervisor;
- 50.6. Terminating an internship, traineeship or research contract;
- 50.7. Expelling from LEI doctoral studies;
- 50.8. Initiating the procedure for terminating the employment contract without notice for fault on the part of the staff member.
- 50.9. Giving a personal warning to the applicant, following a finding of abuse by the applicant in connection with the reporting of a violation of academic ethics;
- 50.10. Issuing a public, anonymised warning to the applicant on the LEI website and recording the violation in the staff member's (doctoral student's) file, following a finding of abuse by the applicant in connection with the reporting of a violation of academic ethics.
51. If a violation of academic ethics is identified, the Department of Personnel and Law of LEI will assess whether the violation gives rise to a violation of work ethics.
52. The Commission does not impose sanctions on its own initiative.

## **SECTION IX. FINAL PROVISIONS**

53. The Commission supervises the implementation of the Code and initiates amendments to the Code as necessary.

54. In updating the Code, the Commission follows the procedure for the drafting of the Code approved by the Scientific Council of LEI.

55. Violations of the Code are investigated by the Commission in accordance with the procedures laid down in the Commission's Rules of Procedure.

56. All members of the Community are obliged to familiarise themselves with the provisions of the Code and to comply with them.

57. The Code is publicly available on the LEI website. The Community is informed of the publication of the Code by email.

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