



**REGULATION OF ACADEMIC SENATE
OF UNIVERSITAS HASANUDDIN**

Number: 469124/UN.4/IT.03/2016

**CONCERNING
CODE OF ETHICS FOR FACULTY MEMBERS
AT UNIVERSITAS HASANUDDIN**

BY THE BLESSINGS OF ALMIGHTY GOD

ACADEMIC SENATE OF UNIVERSITAS HASANUDDIN

- Considering : in order to adhere to the stipulations delineated in Article 55, paragraph (7) of the Government Regulation of the Republic of Indonesia Number 53 of 2015 concerning the Statute of Hasanuddin University, it is necessary for the Academic Senate to formulate the Academic Senate Regulation pertaining to the Code of Ethics for the Lecturers of Universitas Hasanuddin.
- Bearing in mind : 1. Law Number 8 of 1974 concerning Fundamental Aspects of Employment (State Gazette of the Republic of Indonesia Number 55 of 1974, Supplement to State Gazette of the Republic of Indonesia Number 3041), as subsequently amended by Law Number 43 of 1999 concerning Amendments to Law Number 8 of 1974 concerning Fundamental Aspects of Employment (State Gazette of the Republic of Indonesia Year Number 169 of 1999, Supplement to State Gazette of the Republic of Indonesia Number 3890).
2. Law Number 12 of 2012 concerning Higher Education (State Gazette of the Republic of Indonesia Number 158 of 2012, Supplement to the State Gazette of the Republic of Indonesia Number 5336).
3. Law Number 5 of 2014 concerning the Civil Servant (State Gazette of the Republic of Indonesia Number 6 of 2014, Supplement to State Gazette of the Republic of Indonesia Number 5494 of 2014).
4. Government Regulation Number 42 of 2004 concerning the Cultivation of Corps Spirit and Code of Ethics for Civil Servants (State Gazette of the Republic of Indonesia Number 142 of 2004, Supplement to State Gazette of the Republic of Indonesia Number 4450 of 2004).



5. Government Regulation Number 4 of 2014 concerning Management of Higher Education and Implementation of Higher Education (State Gazette of the Republic of Indonesia Number 16 of 2014, Supplement to State Gazette of the Republic of Indonesia Number 5500).
6. Government Regulation Number 82 of 2014 concerning the Determination of Unhas as a Legal Entity State University (State Gazette of the Republic of Indonesia of 2014 Number 303).
7. Government Regulation Number 53 of 2015 concerning the Statutes of Universitas Hasanuddin (State Gazette of the Republic of Indonesia of 2015 Number 171, Supplement to State Gazette Number 5722).
8. Minister of Education and Culture of the Republic of Indonesia Regulation Number 16 of 2012 dated April 16, 2012, concerning the Code of Ethics for Employees within the Ministry of Education and Culture.

HEREBY DECREES

To enact : ACADEMIC SENATE REGULATION CONCERNING CODE OF ETHICS FOR
FACULTY MEMBERS AT UNIVERSITAS HASANUDDIN

CHAPTER I GENERAL STIPULATION

Article 1

In this regulation, what is meant by:

1. Universitas Hasanuddin, hereinafter referred to as Unhas, is a legal entity and a state university.
2. The Minister refers to the Minister of Research, Technology, and Higher Education.
3. The Board of Trustees, abbreviated as MWA, is an organ of Universitas Hasanuddin that determines; gives consideration to the implementation of general policies; and carries out supervision in the non-academic field.
4. The Academic Senate, abbreviated as SA, is an organ of Universitas Hasanuddin that establishes policies, provides considerations, and supervises the academic field.
5. The Rector is an organ of Unhas that leads the implementation and management of Unhas.
6. The Professor Council, hereinafter referred to as DP, is a component of the Academic Senate that carries out the functions of knowledge advancement, ethical enforcement, and academic cultural development.
7. The University Honor Council, abbreviated as DKU, is a council established by the Academic Senate with the responsibility of upholding the values and ethics of Hasanuddin University.
8. The Code of Ethics for Faculty Members of Universitas Hasanuddin serves as a guideline for speech, behavior, and conduct for members of the Academic Senate in carrying out their duties and responsibilities, as well as in their daily interactions within society.



9. The Ethics Council of Universitas Hasanuddin, abbreviated as MKE, is a council established by DKU that has an ad hoc nature and is responsible for investigating alleged violations.
10. The Faculty Level Ethics Council, abbreviated as MKE-F, is a council established by the Dean on an ad hoc basis to investigate violations of the Faculty-Level Faculty Code of Ethics.
11. Sanction refers to the punishment imposed upon a Faculty Member who commits a violation of the Code of Ethics.

CHAPTER II

BASIC VALUES AND PRINCIPLES

Article 2

Every faculty member of Unhas is required to behave ethically, which is guided by the following basic values and principles:

1. faith and piety to God Almighty in accordance with their respective religions and beliefs and mutual respect among fellow believers in carrying out the teachings of their respective religions and beliefs.
2. be loyal and obedient to Pancasila and the 1945 Constitution of the Republic of Indonesia.
3. prioritizing the interests of the nation and the state over personal, group, or particular class interests.
4. maintain the integrity, unity, and integrity of the nation.
5. comply with all applicable laws and regulations, religious norms, or other norms, both written and unwritten, that live and apply in society.

CHAPTER III

CODE OF ETHICS FOR FACULTY MEMBERS

Part 1

Integrity

Article 3

Every faculty member of Unhas is required to:

1. behave justly, professionally, transparently, responsibly, and without discrimination in performing one's duties and responsibilities.
2. be open to change, receptive to others' opinions, willing to accept criticism, valuing the thoughts of others, and being prepared to share knowledge and information or engage in dialogue with those in need, except when confidentiality is required.
3. adhere to all applicable laws and regulations in the execution of duties.



Part 2 Loyalty

Article 4

Every faculty member of Unhas is required to:

1. uphold the reputation of Unhas, both within and outside the Unhas community.
2. prioritize the implementation of the Tridharma of Higher Education over personal and others' interests.
3. comply with the academic regulations and other relevant rules in relation to their duties as a lecturer.
4. fulfilling duties and responsibilities in accordance with applicable regulations.

Part 3 Neutrality

Article 5

Every faculty member of Unhas is free from the influence of or affiliation with political parties and specific groups.

CHAPTER IV IMPLEMENTATION OF THE TRIDHARMA

Article 6

Every faculty member of Unhas, in conducting teaching/lecturing activities, is required to:

1. conduct teaching/lecturing professionally, punctually, and according to schedule, with appropriate teaching materials following the Curriculum and Academic Guidelines (GBRP).
2. inspire and motivate students to develop their reasoning and intellectual abilities.
3. assess learning outcomes objectively and transparently, without discrimination, and without expecting/requesting any form of compensation from students.
4. provide academic guidance and mentoring in a professional manner to enable students to participate effectively in academic activities.
5. conduct off-campus learning to provide enrichment and deeper understanding of the materials covered in class and/or on campus.
6. guide students effectively and responsibly in completing their final projects.



Article 7

Every faculty member of Unhas, in conducting research activities, is required to:

1. conduct research professionally while consistently upholding the ethics of scientific research and human values.
2. use research materials and instruments that are in line with ethical values.
3. conduct research that is consistent with the ethical principles of one's field of expertise.
4. maintain, preserve, and utilize University facilities such as laboratories, workshops, experimental fields, in an appropriate manner, including ensuring the cleanliness of the environment.
5. preserve materials and genetic and cultural diversity to prevent their use by others that could harm the interests of the university and the government of Indonesia.
6. be obliged and accompanied by caution to publish scientific works through reputable national and international journals and/or scientific forums.
7. patenting his/her research outcomes

Article 8

Every faculty member of Unhas, in conducting community service activities, is required to:

1. engage in community service activities professionally and responsibly solely for the benefit of the community.
2. ensure that the implementation of concepts, technologies, and ideas to be disseminated or applied to the community is accountable and can enhance the welfare of society.
3. use materials and instruments that do not contain elements contrary to religion, ethics, and human values.

Article 9

Every faculty member of Unhas is required to:

1. uphold moral norms and etiquette, refraining from engaging in sexual harassment and infidelity.
2. Dress neatly and modestly.

Article 10

Every faculty member of Unhas is not allowed to:

1. engage in threats, physical or psychological abuse, or attacks.
2. engage in speech and actions that can cause discomfort and fear, both within and outside the Unhas community.
3. carry sharp weapons, firearms, and hazardous materials that threaten campus security, order, and life.

Article 11

Every faculty member of Unhas is required to uphold equality and pluralism and refrain from discriminating based on any criteria such as race, ethnicity, religion, social group, gender, marital status, age, disability, and sexual orientation.



CHAPTER V CORRUPTION, COLLUSION, AND NEPOTISM

Article 12

Every faculty member of Unhas:

1. must be clean and free from corruption, collusion, and nepotism.
2. is prohibited from accepting or offering anything, whether directly or indirectly, to others in relation to the fulfillment of their duties and responsibilities.
3. is required to fulfill their core duties and responsibilities without neglect, as these are integral parts of their obligations.
4. is prohibited from abusing their authority, opportunities, or resources available to them due to their position or status.

Article 13

Every faculty member of Unhas is prohibited from using authority that contradicts the law and/or exceeding their rightful authority (abuse of power).

CHAPTER VI DRUGS, ALCOHOL, AND TOBACCO

Article 14

Every faculty member of Unhas is prohibited from:

1. cultivating, possessing, controlling, storing, carrying, or using any type of psychotropic substances and other illicit drugs without proper authorization from the relevant authorities.
2. compounding, producing, and trading narcotics.
3. becoming a distributor, intermediary, or influencing others to use narcotics in any form.
4. consuming alcoholic beverages (liquor) and/or being intoxicated within the Unhas campus premises.
5. smoking in restricted areas within the Unhas campus premises.

CHAPTER VII USE OF INFORMATION AND PLAGIARISM

Article 15

Every faculty member of Unhas is prohibited from:

1. misusing any information they possess related to their academic and non-academic duties and responsibilities.
2. disclosing or misusing data, documents, archives that could harm Unhas or others for their own interests and/or for the interests of others.
3. intentionally or unintentionally obtaining or attempting to obtain credit or grades for a scholarly work by quoting part or all of another person's work and/or scholarly work that is recognized as their own, without honestly and accurately stating the source.



CHAPTER VIII

RELATIONSHIP OF FACULTY MEMBERS WITH ACADEMIC COMMUNITY, FAMILY, AND SOCIETY

Article 16

Every faculty member of Unhas is required to:

1. treat fellow faculty members, students, educational staff, family, and the general public with respect, harmonious behavior, and humanity.
2. avoid conflicts of interest, whether direct or indirect, related to their duties and responsibilities.
3. not accept or engage in external work without obtaining written permission from the Rector of Unhas.
4. demonstrate behavior that can serve as an example for fellow faculty members, students, educational staff, family, and the general public.

CHAPTER IX

PUBLIC STATEMENTS AND FREEDOM OF EXPRESSION

Article 17

Every Faculty Member of Unhas is required to:

1. behave wisely, prudently, and responsibly when making statements to the public, to avoid harming the reputation and interests of Unhas.
2. uphold academic and scientific freedom of expression, especially the freedom to share thoughts and opinions in any academic forum.
3. not create, distribute, and display leaflets, posters, banners, billboards, and other visual materials that could harm the reputation and interests of Unhas and the academic community.

CHAPTER X

USE OF ASSETS AND NATURAL RESOURCES

Article 18

Every faculty member of Unhas is required to:

1. preserve all resources and assets owned and/or controlled by Unhas from acts of destruction, misuse, or seizure by any party that could harm the interests of Unhas.
2. use the accessible natural resources of Unhas wisely and responsibly, both for academic and non-academic purposes.



CHAPTER XI STRUCTURAL POSITION HOLDERS

Article 19

Every Faculty Member holding a structural position in Unhas is required to:

1. safeguard, uphold, and respect the decisions of the leadership according to their respective hierarchical levels based on the applicable regulations.
2. be loyal in implementing all policies decided by the leadership in accordance with their respective hierarchical levels, as per the applicable regulations.

CHAPTER XII INVESTIGATION OF FACULTY ETHICS CODE VIOLATION

Article 20

1. Investigation of violations of the Faculty Member Code of Ethics at the university level is conducted by DKU.
2. DKU establishes MKE to investigate any violations of the Faculty Member Code of Ethics. Membership in MKE is temporary and formed on an ad hoc basis.
3. DKU Unhas only examines violations of the faculty member code of ethics that are inter-faculty in nature or referred from MKED-F.
4. Investigations into violations of the Faculty Member Code of Ethics at the faculty level are conducted by MKED-F.
5. MKE and MKED-F consist of 5 (five) members each, led by a chairman and a secretary.

CHAPTER XIII THE PROCEDURE FOR INVESTIGATING VIOLATIONS OF THE FACULTY MEMBER CODE OF ETHICS AT THE FACULTY LEVEL

Part 1 Complaint Stage

Article 21

1. Complaints regarding alleged violations of the Faculty Member Code of Ethics by faculty members at the faculty level are directed to the Dean of the respective faculty. Subsequently, the Dean establishes an Ethics Committee known as the Faculty Ethics Committee (MKED-F) to investigate the case.
2. For cases of faculty members violating the Code of Ethics that are an inter-faculty in nature, the complaints are submitted to DKU.
3. MKED-F records the received complaint in a designated case register book and subsequently submits the complaint dossier along with the relevant preliminary evidence to the Dean for acknowledgment.
4. In the event that a complaint is submitted through the Dean, upon registering it in the case register book, the Dean forwards the complaint to MKED-F for further action and follow-up.



Part 2 Investigation Stage

Article 22

1. MKED-F conducts an initial examination to determine the suitability of the complaint for further action, based on the preliminary evidence provided in the respective complaint.
2. MKED-F handles complaints regarding faculty members' violations of the Code of Ethics based on the Guidelines for Resolving Alleged Violations of Faculty Member Code of Ethics within the Unhas environment.
3. If the initial examination conducted by MKED-F reveals substantial evidence of a suspected violation of the code of ethics, MKED-F will summon the faculty member in question to notify them of the reported violation and provide them with an opportunity to prepare a written defense.
4. When the preliminary analysis conducted by MKED-F warrants further action, MKED-F will summon the faculty member suspected of the violation to notify them that a complaint has been filed against them for violating the Code of Ethics. The faculty member will be informed and given the opportunity to prepare a written defense.
5. If the suspected faculty member does not comply with MKED-F's summons, despite being properly called for three consecutive times, MKED-F, based on the available evidence, provides a recommendation for imposing sanctions to the Dean for determination and implementation.
6. If the individual in question complies with MKED-F's summons, the process continues.
7. MKED-F is authorized to summon the complainant or other relevant parties to provide testimony or present additional evidence.

Part 3 Defense Stage

Article 23

1. MKED-F requests the alleged faculty member to submit their written defense within a maximum of 10 (ten) working days, commencing from the date of complying with MKED-F's summons as stipulated in paragraph (10).
2. MKED-F requests the alleged faculty member to submit their written defense within a maximum of 10 (ten) working days, commencing from the date of complying with MKED-F's summons as stipulated in Article 22 paragraph (6).
3. If, after the expiration of the 10 (ten) working days, the alleged faculty member does not submit their written defense, MKED-F summons the concerned individual again in a proper manner.
4. If the alleged faculty member does not submit their written defense as mentioned in paragraph (1), MKED-F provides a recommendation to the Dean regarding the appropriate sanctions to be imposed on the alleged faculty member for determination and implementation.
5. If the alleged faculty member submits a written defense, MKED-F examines the provided defense dossier and may summon the alleged faculty member to provide explanations regarding their defense documents.



Part 4 Decision Stage

Article 24

1. If the examination is deemed sufficient, MKED-F convenes a session to conclude whether a violation has occurred or not.
2. The conclusion reached by MKED-F is conveyed to the Dean.
3. If a case cannot be resolved by MKED-F, it may be sent to the university level for further consideration.
4. If the alleged faculty member does not accept the decision of MKED-F, they have the right to submit an objection to the university level.

CHAPTER XIV INVESTIGATION PROCEDURE FOR FACULTY MEMBER CODE OF ETHICS VIOLATIONS AT THE UNIVERSITY LEVEL

Article 25

1. The investigation of violations of the Faculty Member Code of Ethics at the university level is conducted by DKU.
2. DKU only examines cases that have an inter-faculty scope or cases that cannot be resolved at the faculty level.
3. If the case falls within the jurisdiction of a faculty, the complaint is referred to the Dean of the respective faculty for further action through an investigation by MKED-F.
4. If the case falls under the jurisdiction of the Board of Honor, it will be processed by forming an ad-hoc Ethics Committee (MKE) consisting of temporary members.

Part 1 Complaint Stage

Article 26

1. Allegations of violations of the Unhas Faculty Member Code of Ethics can be submitted to DKU by faculty members or members of the community.
2. The Board of Honor records the complaint in a case register book and subsequently submits the complaint dossier along with the initial evidence to the Rector for acknowledgment.
3. In cases where complaints are submitted through the Rector, the Rector, after recording them in the designated book (case register book), forwards the complaint to the Board of Honor for further action.

Part 2 Investigation Stage

Article 27

1. MKE conducts an initial analysis to determine the suitability of the complaint for further action based on the preliminary evidence provided in the respective complaint.



2. MKE is authorized to summon the complainant or other relevant parties to provide testimony or present additional evidence.
3. If the available preliminary evidence is deemed insufficient to proceed to the examination stage, MKE returns the complaint dossier to the complainant along with an explanation that the complaint lacks substantial evidence.
4. If the initial examination conducted by MKE yields sufficient evidence for further action, MKE summons the alleged faculty member to inform them of the allegation of violating the Code of Ethics. The faculty member is then notified to prepare a written defense.
5. MKE requests the alleged faculty member to submit a written defense. If the alleged faculty member does not attend the summons by MKE, despite being properly summoned three consecutive times, MKE, based on the available evidence, conveys its decision to DKU.

Part 3 Defense Stage

Article 28

1. Within a maximum period of 10 (ten) working days, commencing from the date of complying with the summons of MKE as stipulated in Article 27 paragraph (3).
2. If the alleged faculty member does not submit a written defense after the expiration of the 10 (ten) working days, MKE summons the concerned individual again in a proper manner.
3. If the alleged faculty member submits a written defense, MKE reviews the provided defense dossier and may summon the alleged faculty member to provide explanations regarding their defense documents.

Part 4 Decision Stage

Article 29

1. The decision is conveyed to SA to establish recommendations, which are subsequently forwarded to the Rector for the determination and implementation of sanctions.
2. Upon deeming the examination sufficient, MKE convenes a session to conclude whether a violation has occurred or not.
3. The decision of MKE is conveyed to DKU in the form of recommendations.
4. DKU holds a meeting to assess the recommendations.
5. The decision of the DKU is final and communicated to the Rector for further action.

CHAPTER XV PENALTY

Article 30

1. Any faculty member who commits violations related to the campus, family and community relations, public statements, and academic freedom may be subjected to light sanctions, such as:
 - a. oral or written admonition and/or warning.
 - b. issuing a statement of apology and expression of regret openly to the public.



2. Any faculty member who commits violations related to campus security, misuse of authority, information usage, public statements, academic freedom, asset and natural resource usage, may face moderate sanctions including:
 - a. temporary suspension from participating in Academic activities for a specified period.
 - b. removal from additional assignments, whether structural or non-structural.
 - c. temporary prohibition from engaging in Tri Dharma activities of Higher Education for a specified period.
 - d. delay in promotion.
 - e. delay in becoming a full professor.
3. Any faculty member who commits violations against fundamental values and principles, loyalty, neutrality, politeness, morality, violence, equality and discrimination, narcotics and corruption, as well as plagiarism, may face severe sanctions including:
 - a. demotion in rank.
 - b. revocation of rights as a faculty member.
 - c. revocation of rights to become a full professor.
 - d. revocation of the title of full professor.
 - e. termination of employment as a civil servant.

Article 31

Faculty members who have received Moderate and Severe sanctions due to violations of the Faculty Code of Ethics are not allowed to hold structural positions within and outside Unhas.

Article 32

The Ethics Committee responsible for examining violations of the Faculty Code of Ethics at Unhas may use all relevant legal regulations as a basis for making recommendations regarding violations of the code of ethics.

Article 33

The authorized officials to impose sanctions are the Rector at the university level and the Minister at the national level.

CHAPTER XVI DISSEMINATION OF FACULTY CODE OF ETHICS

Article 34

The Rector, Vice Rector, Leaders of Academic Senate, Professorial Council, University Ethics Council, Faculty Deans, Graduate Program Directors, and Heads of Institutes are responsible for disseminating this Code of Ethics to all faculty members of Universitas Hasanuddin (Unhas).

CHAPTER XVII TRANSITIONAL PROVISIONS

Article 35

Upon the enactment of this regulation, all provisions pertaining to the Faculty Code of Ethics shall be repealed and deemed invalid.



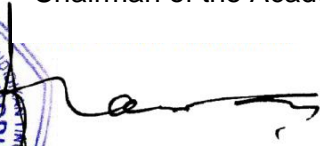
CHAPTER XVIII CLOSING

Article 36

1. Matters that have not been regulated in this Code of Ethics will be regulated and determined later in the SA Regulation.
2. This regulation comes into effect on the date it is stipulated.

Enacted in Makassar
on 20th October 2016
Chairman of the Academic Senate




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