



Learn, Lead and Live

Khulna University Ethics Policy

1. Preamble

Khulna University envisions to create knowledge-based just society through enhancing inclusive and transformative growth of Bangladesh and the world. Khulna University is committed to achieve its vision through upholding the highest standards of integrity, responsibility, and ethical conduct in all academic, administrative, and community activities. This Ethics Policy provides a framework to guide behavior, decision-making, and professional practices for all members of the University, including faculty, staff, students, administrators, and affiliates.

2. Policy Objectives

The purpose of this policy is to:

- Promote honesty, fairness, transparency, and accountability in all university activities.
- Protect the academic and professional integrity of Khulna University.
- Foster a safe, inclusive, and respectful learning and working environment.
- Ensure compliance with national laws, university regulations, and global ethical standards.

3. Policy Scope

This policy applies to:

- All students (undergraduate, graduate, and research scholars).
- Faculty members, researchers, and staff (non-academic).
- University officials, governing bodies, and contractors.
- Any individual or group engaged in activities associated with Khulna University.

4. Policy Provisions

4.1. Academic Ethics

4.1.1. Plagiarism and Cheating: Any form of academic dishonesty, including plagiarism, cheating, fabrication, or facilitating misconduct, is strictly prohibited. All research outputs should be reviewed for similarity index with plagiarism detection system and comply with the set standard by the academic ordinances, and relevant research policy of the university.



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4.1.2. Research Integrity: Research should be conducted responsibly, with accurate reporting of data, proper acknowledgment of sources, and adherence to ethical review processes.

4.1.3. Intellectual Property: Respect and protect intellectual property rights of individuals and the university.

4.2. Professional and Workplace Ethics

4.2.1. Equal Opportunity: All members should ensure non-discrimination and equal opportunity in recruitment, promotions, and academic opportunities. All members should also perform in accordance with [Policy on Academic Inclusivity and Equal Opportunity](#) in Khulna University

4.2.2. Harassment and Misconduct: Khulna University is committed to fostering zero tolerance for harassment, bullying, or abuse of power. University requires compliance to the provisions of the [Anti-sexual Harassment Guidelines in Higher Educational Institutes 2008](#), and [Anti-Bullying and Ragging Policy 2023](#) from all its members.

4.2.3. Conflict of Interest: All members should disclose and manage any conflict between personal interests and professional responsibilities, maintain appropriate code of conduct in accordance with [Khulna University Code of Conduct](#).

4.2.4. Use of Resources: All members should act to ensure the efficient, effective and sustainable use of resources. They should act to ensure that the university's resources are only used for legitimate purposes and are not wasted or abused.

4.3. Community and Environmental Responsibility

- This policy encourages civic engagement and social responsibility.
- The University should promote environmental and socio-cultural sustainability in research, teaching, and operations.
- The University should strengthen positive relationships with the local community and society at large.



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5. Implementation, Reporting and Compliance

The University will provide all members with access to education and training in relation to the provisions of this Policy. **Ethics Committee** of the University will oversee ethical progress, suggest improvements, and handle grievances. If uncertain about the Policy's application or interpretation, members should consult with the ethics committee/their Office/Discipline Head/Director/Dean or higher authority if appropriate.

Any violation of this policy should be reported to the University Ethics Committee or appropriate authority. The Committee shall investigate complaints with fairness, impartiality, and confidentiality.

Failure to comply with the provisions of the policy may lead to disciplinary action that may include warnings, academic penalties, suspension, termination, or legal measures, depending on the severity of misconduct

6. Review and Amendment

The policy will be reviewed periodically (every three years) by the University Ethics Committee/Approving Authority and updated as required. The University may change this Policy at any time, and where appropriate. Where a policy is not due for review, but is found to require updating, it will remain published, unless the reasons for review render it obsolete.

7. Approval and Effective Date

This policy shall take effect upon approval by the Academic Council/ Syndicate of Khulna University.

Approved by

Khulna University
Khulna-9208
Bangladesh

Effective from __/__/2025