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Debre Berhan University

Asrat Woldeyes Health Science Campus

School of Pharmacy

Professional Code of Conduct for Pharmacy Academic Staff

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Debre Berhan, Ethiopia

1. Introduction

Pharmacy academic staff at Debre Berhan University play a vital role in preparing competent, ethical, and patient-centered pharmacy professionals. Their responsibilities extend across teaching, research, clinical training, community service, and professional engagement to advance pharmaceutical sciences and pharmacy practice. As educators and researchers in a University of Applied Sciences, they are entrusted with integrating scientific knowledge, clinical competence, and professional values to address the evolving healthcare needs of society.

This Code of Conduct provides a clear ethical and professional framework guiding Pharmacy academic staff in accordance with the University's Senate Legislation and Academic Staff Handbook. It outlines the principles, responsibilities, and standards necessary to foster academic excellence, integrity, accountability, respect, and professionalism while safeguarding patient welfare, medication safety, and confidentiality.

By adhering to these standards, Pharmacy academic staff contribute to the University's vision of becoming a center of excellence, innovation, and truth in practice-oriented health sciences education. This Code promotes professional responsibility, scientific rigor, ethical pharmacy practice, and meaningful contributions to the well-being of students, colleagues, patients, healthcare institutions, and the wider community.

2. Commitment to Professional Ethics and Responsibilities

Pharmacy academic staff are expected to uphold the highest standards of ethical conduct, embodying integrity, fairness, and professionalism in all educational, clinical, research, and service activities. They shall demonstrate unwavering commitment to:

- **Academic Integrity and Honesty:** Ensuring all teaching materials, assessments, research outputs, and professional activities are accurate, evidence-based, original, and aligned with current pharmaceutical and healthcare standards. Academic dishonesty, including plagiarism, cheating, fabrication, and falsification, shall be actively discouraged and addressed.

- **Equity and Non-Discrimination:** Providing fair and impartial treatment to all students, colleagues, patients, and stakeholders regardless of gender, ethnicity, religion, disability, socioeconomic status, or other protected characteristics.
- **Confidentiality:** Protecting student records, professional information, and patient health information encountered during clinical teaching, pharmacy practice experiences, or research activities.
- **Mentorship and Support:** Providing constructive academic guidance, professional mentoring, and career development support while fostering ethical behavior and lifelong learning.
- **Compliance with Institutional and National Policies:** Adhering to university regulations, Ethiopian laws, pharmacy professional standards, and ethical guidelines governing education, research, and healthcare practice.

Violations such as unethical conduct, harassment, abuse of authority, unauthorized absence, professional negligence, or misuse of university resources shall be subject to disciplinary action according to established university procedures.

3. Commitment to Patient Care and Public Health

The foremost ethical responsibility of Pharmacy academic staff is to promote patient welfare, medication safety, and public health. This includes:

- Ensuring that pharmacy curricula and experiential training emphasize rational medicine use, patient safety, pharmaceutical care, and evidence-based practice.
- Maintaining strict confidentiality regarding patient information obtained during clinical education, pharmacy practice, or research.
- Promoting medication safety and responsible pharmaceutical practices.
- Participating actively in community health education, disease prevention, health promotion, and public awareness initiatives.
- Complying with all legal, ethical, and professional requirements related to patient care and pharmaceutical services.

4. Research Integrity and Scholarly Conduct

Pharmacy academic staff engaged in research shall conduct scholarly activities honestly, responsibly, and transparently by:

- Obtaining appropriate ethical approvals before commencing research involving human participants, animals, biological samples, or pharmaceutical interventions.
- Avoiding fabrication, falsification, misrepresentation, or selective reporting of research findings.
- Ensuring proper authorship attribution and preventing plagiarism.
- Disclosing any personal, financial, or professional conflicts of interest that may influence research outcomes or academic judgments.
- Adhering to national regulations, university policies, and international standards governing responsible research conduct.

5. Collegiality, Respectful Workplace Behavior, and Institutional Commitment

Pharmacy academic staff shall:

- Treat students, colleagues, healthcare professionals, and university personnel with dignity, respect, and professionalism.
- Refrain from harassment, discrimination, bullying, intimidation, or any behavior that undermines a positive academic environment.
- Promote collaboration and interdisciplinary teamwork within the university and healthcare settings.
- Participate actively in departmental, faculty, university committees, quality assurance activities, and accreditation processes.
- Demonstrate accountability and report unethical or unsafe practices through appropriate institutional channels.

6. Compliance with University Policies, Regulations, and Safety Standards

Pharmacy academic staff shall comply fully with:

- Academic regulations, grading systems, student assessment policies, and promotion criteria established by the University Senate.
- Laboratory, pharmaceutical, and clinical safety standards.
- Proper management, storage, handling, and disposal of chemicals, medications, and pharmaceutical products.
- Institutional policies concerning intellectual property rights, confidentiality, occupational safety, environmental protection, and equal opportunity.

7. Professional Development and Service to the Profession

Pharmacy academic staff shall:

- Engage continuously in professional development to maintain competence in pharmaceutical sciences, pharmacy practice, research, and teaching methodologies.
- Mentor junior faculty members, students, and pharmacy trainees.
- Participate in professional associations, scientific conferences, continuing professional development programs, and community outreach initiatives.
- Contribute to the advancement of pharmacy education, pharmaceutical research, and healthcare services at local, national, and international levels.

8. Discipline, Complaints, and Dispute Resolution Procedures

In accordance with the Senate Legislation and Academic Staff Handbook, Pharmacy academic staff shall be subject to established procedures for addressing complaints, grievances, and disciplinary matters.

Early Resolution and Informal Processes

Minor disputes should be resolved through dialogue, mediation, counseling, or supervisory intervention whenever possible.

Formal Complaint Procedures

Formal complaints shall be submitted in writing to the Department Head or designated authority, accompanied by supporting evidence.

Investigation Process

An impartial committee shall investigate allegations fairly, confidentially, and in accordance with principles of natural justice. All parties shall be given an opportunity to present evidence and respond to allegations.

Decision Making and Sanctions

Appropriate sanctions may include counseling, written warnings, suspension, withholding of benefits or promotion, or termination of employment, depending on the severity of the misconduct.

Appeals

Affected parties may appeal decisions in accordance with Article 75 of the Senate Legislation through the appropriate university governance structures.

Confidentiality and Restorative Approaches

Confidentiality shall be maintained throughout the process, and restorative approaches shall be encouraged to rebuild professional relationships and strengthen institutional culture.

8. Accountability and Personal Conduct

Pharmacy academic staff shall demonstrate honesty, transparency, punctuality, responsibility, and professionalism in all duties. They shall avoid conflicts of interest and shall not use their position for personal gain. Their conduct should consistently reflect the values and reputation of Debre Berhan University and the pharmacy profession.

9. Professional Pledge

As a Pharmacy academic staff member of Debre Berhan University, I solemnly pledge to uphold these ethical and professional standards faithfully. I commit to promoting excellence in pharmacy education, research, clinical practice, and community service. I will safeguard patient welfare, medication safety, and confidentiality; advance pharmaceutical knowledge with integrity; and serve my students, colleagues, institution, and society with dedication, respect, professionalism, and accountability. I shall comply with all applicable laws, university

policies, and professional standards governing my responsibilities and continuously strive for excellence in teaching, research, and service.