

SYMORG CONFERENCE CODE OF ETHICS

PREAMBLE

The International Symposium on Organizational Sciences (SymOrg) is dedicated to advancing scientific and professional knowledge, exchanging ideas, encouraging reasoned academic debate, and connecting researchers, teachers, students, industry professionals, and the public sector representatives. Guided by the values of academic integrity, respect for human dignity, equality, professionalism, impartiality, responsibility, and respect for the rights of all participants, SymOrg aims to ensure a safe, inclusive, supportive, and professional conference environment for all participants and all conference-related activities.

This Code of Ethics is based on the principles of the [Code of Professional Ethics of the University of Belgrade](#), while taking into account internationally recognized standards of academic and professional conduct, as well as the specific nature of international scientific conferences.

SCOPE AND PURPOSE

This Code of Ethics establishes the fundamental principles, rules of professional and ethical conduct, and standards of academic integrity applicable within the SymOrg Conference. The purpose of this Code is to: ensure a dignified, safe, and inclusive environment for all participants; protect the integrity of scientific, professional, and peer-review process; encourage a culture of respect, reasoned debate, and professional responsibility; prevent discrimination, harassment, abuse of authority, and other forms of unethical conduct; contribute to preserving the reputation of the SymOrg Conference, the Faculty of Organizational Sciences, and the University of Belgrade.

PERSONS SUBJECT TO THE CODE

This Code applies to all persons participating in the work and activities of the SymOrg Conference, particularly to: authors and co-authors, reviewers, members of the program and organizing committees, editors and technical editors of the proceedings, session chairs, keynote speakers, panelists, moderators, participants in the doctoral colloquium, representatives of partners and sponsors, students, guests, and all other persons attending or otherwise participating in the conference.

The Code applies to all conference-related activities, including: the submission and evaluation of papers, pre-conference communication, plenary and parallel sessions, forums, panels, round tables, social events, digital communication, and any other activity conducted within or regarding the conference.

FUNDAMENTAL PRINCIPLES

All participants in the SymOrg Conference shall adhere to the following principles:

- **PRINCIPLE OF ACADEMIC INTEGRITY** – honest, conscientious, and responsible conduct in research, writing, presentation, and evaluation of papers;
- **PRINCIPLE OF RESPECT FOR HUMAN DIGNITY AND RIGHTS** – respect for the integrity, privacy, and dignity of every participant;
- **PRINCIPLE OF EQUALITY AND FAIRNESS** – equal treatment of all participants without discrimination;
- **PRINCIPLE OF PROFESSIONALISM** – responsible, conscientious, impartial, and proper performance of all roles and duties;

- **PRINCIPLE OF FREEDOM OF THOUGHT AND EXPRESSION** – open and reasoned exchange of ideas with respect for other participants;
- **PRINCIPLE OF IMPARTIALITY AND OBJECTIVITY** – decision-making and evaluation based on professional criteria and relevant arguments;
- **PRINCIPLE OF RESPONSIBILITY** – awareness of the impact of one's conduct on other participants, the conference integrity, and the reputation of the institution.

CULTURE OF COMMUNICATION AND PROFESSIONAL CONDUCT

All participants in the SymOrg Conference are expected to communicate in a responsible and respectful manner. It is particularly recommended to: have a reasoned and constructive professional debate; respect diverse scientific approaches, disciplines, and viewpoints; refrain from insults, disparagement, ridicule, or aggressive communication; respect time, roles, and conference procedures, and acknowledge the professional contributions of other participants.

PROHIBITION OF DISCRIMINATION AND HARASSMENT

Any form of discrimination, whether direct or indirect, on any personal or other grounds is prohibited at the SymOrg Conference. All forms of harassment are prohibited, particularly conduct that has the purpose or effect of violating the dignity of another person, creating an unpleasant, humiliating, offensive, or hostile environment, or is based on the abuse of institutional, professional, or hierarchical authority.

In particular, the following are strictly prohibited: offensive, degrading, or threatening comments; hate speech; harassment; unwanted physical contact; harassment via electronic communication; intentional exclusion or marginalization of participants; and any conduct that places a person who has reported or raised concerns about unethical behavior at a disadvantage.

ACADEMIC INTEGRITY AND PUBLICATION ETHICS

All authors, co-authors, reviewers, editors, and other persons involved in the preparation, evaluation, and publication of papers are required to adhere to the highest standards of academic integrity.

The following are strictly prohibited: plagiarism; self-plagiarism; false authorship; omission of contributors who have made a substantial contribution; fabrication, concealment, or falsification of data and results; manipulative or misleading presentation of data and findings; multiple submission of the same or substantially similar work without proper disclosure; and inaccurate citation of sources, references, affiliations, or funding.

Authors are responsible for ensuring the originality of their work, the accuracy of the presented data, proper citation of sources, and an honest representation of their contribution.

ETHICAL STANDARDS IN RESEARCH

If a paper involves research on human subjects, processing of personal data, sensitive data, or other ethically relevant elements, authors must ensure that the research has been conducted in accordance with applicable legal and ethical standards and that approval has been obtained from the relevant ethics body of their home institution, or from the [Ethics Committee of the Faculty of Organizational Sciences](#) where applicable.

This includes in particular: respecting the rights, dignity, and well-being of research participants; ensuring voluntary participation and informed consent where required; protecting privacy, anonymity, and data confidentiality; avoiding undue risk or harm to participants; and obtaining appropriate ethical approvals where necessary.

Authors bear responsibility for the accuracy of statements regarding the ethical compliance of their research.

OBLIGATIONS OF REVIEWERS, EDITORS, AND SESSION CHAIRS

Reviewers, editors, members of the program committee, and session chairs are required to perform their duties conscientiously, impartially, professionally, and confidentially.

In particular, they are obliged to: evaluate papers solely on the basis of their scientific and professional merit; ensure that personal relationships, biases, or irrelevant factors do not influence their judgment; maintain the confidentiality of submitted papers and any information obtained during the evaluation process; promptly disclose any conflict of interest; refrain from using unpublished information for personal or third-party benefit; conduct sessions and discussions in a manner that ensures order, respect, and equal treatment of participants.

CONFLICT OF INTEREST

All persons involved in the organization, evaluation, selection, presentation, or promotion of papers and other conference content are required to avoid conflicts of interest. A conflict of interest exists when a private, professional, financial, institutional, or other interest may influence, or appear to influence, objectivity, impartiality, or professional judgment.

Any person in a conflict of interest must promptly inform the appropriate conference body and withdraw themselves from the relevant decision-making process.

USE OF GENERATIVE ARTIFICIAL INTELLIGENCE AND DIGITAL TOOLS

The use of generative artificial intelligence and other digital tools in the preparation of papers, reviews, presentations, and other conference materials must be responsible, transparent, and in accordance with conference rules, with full respect for the [General Guidelines for the Use of Generative Artificial Intelligence at the Faculty of Organizational Sciences](#) (in Serbian).

The following is not permitted: presenting content generated by such tools as one's own original intellectual contribution without appropriate disclosure where required; using tools in a manner that compromises the confidentiality of submitted papers or personal data; entering confidential review or editorial materials into systems that are not authorized for such use; using tools to fabricate, alter, or misrepresent data, sources, citations, results, or review findings.

Responsibility for the content, its accuracy, originality, and ethical compliance, always rests with the authors or other individuals submitting or using such content.

PROTECTION OF THE REPUTATION OF THE CONFERENCE AND THE INSTITUTION

All participants are required to conduct themselves in a manner that preserves the reputation of the SymOrg Conference, the Faculty of Organizational Sciences, and the University of Belgrade. It is strictly prohibited to use the name, symbols, or authority of the conference or its organizers in a misleading or unauthorized manner, or in a way that creates the impression of institutional support of activities, views, or interests that have not been officially approved.

REPORTING VIOLATIONS OF THE CODE

Any participant who believes that a violation of this Code has occurred has the right to report it to the conference organizers. Reports may be submitted to the Chair of the Organizing Committee, the Chair of the Program Committee, the person responsible for ethical matters, or another authorized person designated and publicly announced on the conference website.

Whenever possible, the report should include a brief description of the incident, time, place, involved persons, and any available evidence or indications. A person who submits a report in good faith must not suffer any adverse consequences.

HANDLING OF REPORTS AND MEASURES



UNIVERSITY OF BELGRADE
FACULTY OF ORGANISATIONAL SCIENCES

Upon receiving a report of a violation of this Code, the organizer is required to act in a timely, confidential, impartial, and proportionate manner, depending on the nature of the case.

Depending on the severity of the violation, the following measures may be taken: verbal or written warning; removal from a session, event, or the conference; withdrawal of a paper from the program or proceedings, where justified and feasible; denial of further participation in the conference; notification of responsible conference bodies, organizers, the participant's institution, or the publisher; other measures in accordance with conference rules, publishing policies, and applicable regulations.

If the violation of the Code also constitutes a violation of law, institutional regulations, or publishing policies, the organizer may refer the case to the competent authorities or bodies.

FINAL PROVISION

By participating in the SymOrg Conference, all persons covered by this Code confirm that they are familiar with its content and accept the obligation to comply with it.

The conference organizer reserves the right to further elaborate this Code through specific guidelines for authors, reviewers, session chairs, and other persons involved in the holding of the conference.

Prof. Boris Delibašić, PhD
Chair of the Programme Committee

Prof. Maja Glogovac, PhD
Chair of the Organizing Committee