



## **THE ETHICAL CODE FOR THE GRADUATE SCHOOL OF MANAGEMENT AT ST.PETERSBURG STATE UNIVERSITY**

This Code is based on two fundamental ethical ideals. The first ideal declares the unique and unquestionable value of each person as an end and not as a mean of reaching other peoples purposes — even the purposes of the majority. The second one proposes living and working together for the common good enabling cooperation and mutual prosperity to coexist with healthy and fair competition. The Graduate School of Management at SPbSU (GSOM) as an institution of Russian business education oriented towards the successful performance at the international level bases the principles of its activity on these ideals which are historically common to both East and West as well as deeply rooted into the Russian business culture.<sup>1</sup>

### ***Section 1. Preamble***

The mission of GSOM is to create a world-class Russian business school aimed at educating and advancing the national managerial elite being able to meet the challenges of increasing the country's competitiveness in the "knowledge economy" of the 21<sup>st</sup> century. Understanding that successful fulfillment of this mission is impossible without strong commitment to social responsibility and respect for dignity and interests of all stakeholders GSOM declares the necessity for taking a proper account of moral values in decision making. GSOM agrees to follow the next principles which correspond to such fundamental codes as UN Global Compact and Principles for Responsible Management Education.

### ***Section 2. General principles***

#### **Principle 1. The GSOM Responsibility: From Students toward Stakeholders**

The GSOM will serve its mission in the interests of its stakeholders, continuously improving the quality of the stakeholder dialogue. The value of the GSOM for society is determined at first by the graduates it offers to the national and global business communities and by the new management knowledge it creates through research. The GSOM will take into account the interests of the state, students and employees. GSOM competitors in business education should be sure in the relationships of honesty and fairness, in readiness to combination of competition with mutually fruitful co-operation. As a responsible corporate citizen the GSOM will make its contribution into the shaping of sustainable future of the St.Petersburg, Leningrad region and the whole Russia.

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<sup>1</sup> The Ethical Code of the Graduate School of Management was developed within the project of the international business leaders association Caux Round Table aimed at building codes of behavior. This Code serves as a base for development of Principles of Business Schools Conduct which stands in line with so well-known and wide-admitted codes as Principles of Business, Principles of Government, Principles of Non-for-profit Organizations.

## **Principle 2. Competitiveness**

Working at the market of business education and trying to make a significant contribution in the competitiveness of our country, GSOM will have to increase its own competitiveness. The benchmark for GSOM development is best world practices of leading university schools of management with highest international rating scores GSOM will consider the international accreditation of such institutions as AACSB International, EFMD, и AMBA as the basic condition of providing and sustaining high international competitiveness of the schools as well as its programs.

## **Principle 3. Serving**

As a part of St-Petersburg State University — the leading institutions of Russian high education system — GSOM is to breed national managerial elite of 21 century and to create new knowledge for sustainable development of our society. GSOM will develop high quality educational products and promotes up-to-date management theory and best practice, being the leader of national business education.

## **Principle 4. Ethical Behavior**

GSOM will build its relationships with all stakeholders on the ethical principles of respect for others, individual accountability and integrity, and creating and maintaining mutual trust. Expecting ethical behavior from all stakeholders GSOM will work hard to implement these principles in the everyday life of students, faculty, administration and technical staff.

## **Principle 5. Respect for Rules**

Supporting the fair competition on the national and global level GSOM will base its activity on the respect of St-Petersburg University Charter, Russian laws and international agreements governing the professional educational institutions activity.

## **Principle 6. Support for International Cooperation**

GSOM will develop mutual bilateral and multilateral cooperation with leaders of world business education, paying special attention to participation in the main national, European and global associations of business schools or particular educational programs and in the main professional communities of specialists in different fields of management.

## **Principle 7 – Respect for the Environment**

The GSOM will follow and promote the principles of environmentally-oriented management in all its activities, understanding the ultimate value of sustainable development.

## **Section 3. Stakeholder Principles**

### **A. Business community**

The GSOM understands the value of strong long-term relationships with the business-community as a main customer who expects the high quality graduates as well as new management knowledge. Accordingly, GSOM is responsible for

- creating the image of effective and socially responsible manager meeting demands of global business in the 21st century through the dialogue with the leaders of business community;
- providing the business community with graduates of business educational programs who will meet the right image of effective and socially responsible manager;

- conducting academic research and consulting projects aimed at creating new management knowledge
- being honest to business community in all aspects of mutual cooperation, providing continuous feedback and improving performance;
- respecting human dignity in all educational offers to as well as marketing and advertising;
- respecting the culture of Russian and international business.

## **B. Students**

GSOM respects human dignity of every GSOM student at all educational programs and levels and work hard to meet his/her best expectations. Accordingly, GSOM is responsible for

- offering educational services of the highest quality to provide graduates with high competitive skills for the managers market;
- providing healthy and ethical educational environment under the rule of internal by-laws and policies;
- being honest in all communications with students and keeping open all relevant information concerning educational process;
- avoiding discrimination and guaranteeing equal treatment and equal opportunities regardless of sex, age, race, nationality and religion;
- consistently promoting future career of graduates and supporting their effective entrance into the business community through special career programs running on a competitive basis.

## **C. Employees**

GSOM respects human dignity of every employee from administration, faculty or staff and treating his/her interests with the highest care. Accordingly, GSOM is responsible for

- encouraging and supporting development of professional knowledge and skills by employees;
- providing work tasks and appropriate compensation which raise welfare of employees;
- providing the proper work environment to protect the health of every employee and support human dignity;
- being honest in all communications with employees and providing them with open access to relevant information under the law and competitive restrictions;
- attentively listening to proposals, ideas, demands and complaints of employees; and trying to make ones best in providing the adequate response to them;
- avoiding discrimination and guaranteeing equal treatment and equal opportunities regardless of sex, age, race, nationality and religion;
- providing work conditions for people with disabilities at positions where they can be genuinely useful;
- developing and maintaining the safe working conditions, protecting employees at their workplace from work-related injury and professional diseases.

## **D. The Government**

Being a part of St-Petersburg State University — one of the leading state university of Russia — GSOM will respect the role of government institutions in business and social development.

Accordingly, GSOM is responsible for:

- contributing in every possible way to successful implementation of governmental policy and national projects concerning development of business education in Russia;

- providing the government and municipal institutions with graduates of educational programs who will meet the right image of effective and socially responsible manager;
- providing regulating government agencies with open access to all the relevant information accordingly to law demands;
- preserving, protecting and increasing assets owned by GSOM as a division of state university;
- respecting all proposals and official resolutions from government and municipal authorities.

## **E. Competitors**

GSOM believes that fair competition is one the most important conditions for development of Russian and world business education. Accordingly, GSOM is responsible for

- supporting the development of the world market for business education open to free flow of knowledge, people and investments;
- supporting fair competitive conduct as the most beneficial for society and environment and demonstrating mutual respect between competitors;
- restraining from the abuse of market power in the process of protecting competitive advantages ;
- respecting property rights and, in particular, intellectual property right, and restraining from acquiring commercial information through unethical means.

## **F. Local Community**

Being a good corporate citizen GSOM believes it is responsible for

- relating its research and educational activity to economic, social and ecological needs of St-Petersburg and Leningrad region;
- respecting human rights and democratic institutions and supporting their effective development;
- developing cooperation with organizations and individuals concerning for raising standards of educations, health protection and safety of employees and increasing their material welfare;
- supporting participation of employees and students in the local community activities;
- respecting Russian culture and cultures of countries GSOM cooperates with.