



THAKSIN UNIVERSITY ANNOUNCEMENT

on

Code of Ethics Related to Conflict of Interest

B.E. 2560 (2017)

Whereas it is expedient to set a code of ethics for the conduct of the employees of Thaksin University for transparency and integrity in performing official duties and to prevent conflicts between personal interest and public interest,

By virtue of Section 31 of Thaksin University Act. B.E. 2551 (2008), it is hereby notified as follows:

Article 1. This announcement is called "Thaksin University Announcement on Code of Ethics Related to Conflict of Interest B.E. 2560 (2017)."

Article 2. This announcement shall come into force from the day following the date of its notification.

Article 3. In this announcement,

"University" means Thaksin University,

"University employee" means person or individual working in the university as defined in Section 4 of the University Act, B.E. 2551 (2008).

"Conflict of Interest" means the situation or action of a university employee where there is an involvement of personal interest so that it affects his/her decision or performance in the position held by the employee. Such actions may occur either consciously or unconsciously, intentionally or unintentionally. In certain cases, the action has been customary practiced and is not seen as a wrongful action.

Article 4. A university employee is obliged to comply with the law, rules or regulations of the university to hold on to common benefits, maintain political neutrality and to facilitate and provide services to students and the general public in accordance with the principle of good governance by adhering to the following nine core ethical values.

- (1) Adherence to morality and ethics;
- (2) Being conscientious, honesty and responsible;
- (3) Commitment to the national interest above personal interest and without conflict of interest;
- (4) Commitment to righteousness, justice and legitimacy;
- (5) Providing services to the people in a timely, courteous and non-discriminatory manner;
- (6) Providing information to the public fully, accurately and without distorting the facts;
- (7) Performing the work with achievement motivation, effectiveness, transparency and accountability;
- (8) Adherence to the democratic system with the monarchy as Head of State;
- (9) Adherence to professional ethics of the organization;

Article 5. A university employee shall not use or allow others to use his/her position to pursue unlawful benefits from the state property or otherwise.

Article 6. A university employee shall not allow his/her spouse, close relative, family member or close associate to intervene in or interfere with the performance of his/her duty or of duty of others', and do not allow others to make use of his/her duty wrongfully.

Article 7. In performing the duty, a university employee must be cautious not to allow the occupational engagement or other work of a spouse, relative, or other persons in his or her family to apparently harm the trust of the students and that of the general public.

Article 8. A university employee shall separate a personal matter from his/her position and shall uphold to the public interest over his/her personal interest. He/she shall not bring the personal relationships with other people into consideration when rewarding or penalizing others. In addition, he/she shall not spend official work period, use the official money, property, personnel or facilities for his/her own benefit or benefit of others.

Article 9. A university employee shall not act in any way by virtue of his/her duty or in a private capacity to cause suspicion or doubt that it is tantamount to conflicting with the common interest under the responsibility.

- (1) Not to demand, accept or to authorize any person to demand or to accept the gift for himself/herself or for relatives, whether before or after holding the position or providing the service, whether related or unrelated to performing the duty, except as given by decency or is it customary or for the common good to the general public.

(2) Not to make use of his/her position for the gain or damage to any person for reason of prejudice and personal relationship and not to give special preference in terms of benefits to relatives, associates, friends or benefactors.

(3) Not to use the information obtained from the day-to-day operation for purposes other than performing duties, particularly for the benefit of oneself or for the benefit of others.

(4) Not to offer a deal or to approve any project; nor to act, or to enter into a legal transaction or contract, which he/she or others will benefit unlawfully.

Article 10. A university employee shall deal with organizations that have direct business contacts with the university in line with the official regulations and procedures with equity and in a non-discriminatory manner.

Article 11. A university employee shall not misuse or distort the official information to cause misunderstanding or for his/her own benefit or for benefit of others.

Article 12. A university employee shall maintain confidentiality of official documents, with an exception that the handling of the document is in compliance with legal authorization, or rules and regulations of the university. And upon retiring from his/her position, a university employee must not use the confidential official information that he has acquired during his/her tenure for the benefit of private organizations, within two years from the date of retirement.

Article 13. A university employee shall disclose and notify the information regarding fraudulence, misuse of authority, misappropriation, deceit, or any other acts that cause damage to the supervisor, or to the commission of inquiry or ethics committee or the officials of inquiry organization, as the case may be.

Article 14. The university's administrators, division and section chiefs who are the supervisors shall direct their subordinates to strictly comply with the Code of Ethics stated in this announcement.

Article 15. If there is a breach of the Code of Ethics under this announcement, the university administrators, division and section chief, who is the supervisor, should proceed the case as fits for correction, such as warning or order for improvement, or to be brought for consideration in the performance evaluation, or in salary increase or job advancement, as the case may be.

In the case where the action done in the first paragraph of this Article is a serious violation of the Code of Ethics or causes serious damage to the government service or other individuals, or in a violation of discipline or ethics, the supervisors or those who see the action

shall report to the President in order to make a decision on disciplinary, ethical, or criminal action to the offender as the case may be.

Article 16. The President shall be in charge of this announcement and shall have the power to issue the notifications, orders or guidelines in accordance with this announcement.

Any issues arisen from compliance with this announcement or other cases not specified in this announcement shall be left to the discretion of the President, unless the President deems appropriate for the case to be brought under the consideration of the Human Resources Policy Committee for final decision making.

The President's decision or the decision made by the Human Resources Policy Committee shall be deemed final.

Announcement issued on February 24th B.E. 2560 (2017).

Signed Wichai Chumni
(Associate Professor Dr. Wichai Chumni)
President of Thaksin University