



Republika e Kosovës
Republika Kosova-Republic of Kosovo
Qeveria - Vlada - Government

Ministria e Drejtësisë –Ministarstvo Pravde –Ministry of Justice

**CODE MoJ-NR.09/2025 OF ETHICS FOR EMPLOYEES OF THE
INSTITUTE OF FORENSIC MEDICINE¹**

Acting Minister of Justice,

Code Moj-No. 09/2025 Of Ethics for Employees of the Institute of Forensic Medicine, signed by the Acting Minister of Justice on 16 December 2025, by Decision No. 428/2025 dated 16 December 2025.

Pursuant to paragraph 2, Article 2/A of Law No. 08/L-199 on Supplementing and Amending Law No. 05/L-060 on Forensic Medicine (Official Gazette No. 19/2023, 09.08.2023), in accordance with Article 11 (paragraph 1, subparagraph 1.5) of Law No. 08/L-117 on the Government of the Republic of Kosovo, the Acting Minister of Justice hereby,

Issues the following:

CODE OF ETHICS FOR EMPLOYEES OF THE INSTITUTE OF FORENSIC MEDICINE

CHAPTER I GENERAL PROVISIONS

Article 1 Purpose

The purpose of the Code of Ethics is to determine the principles and rules of conduct of employees of the Institute of Forensic Medicine (hereinafter: IFM) while performing their work duties.

Article 2 Scope

This Code applies to all IFM employees, including forensic experts, professional, administrative and support staff and specialists.

Article 3 General principles

1. The IFM Employees are obliged, while performing their duties and responsibilities, to respect the basic principles that stem from the legislation on Forensic Medicine, which are:

1.1. **Legality** - Employees of the IFM shall exercise all duties based on the relevant applicable legislation;

1.2. **Equality** – IFM employees shall make sure all parties are equally treated, without privileges or favoritism when exercising forensic functions;

1.3. **Inclusion and non-discrimination** – No direct or indirect discrimination is permitted on the basis of race, color, gender, language, religion, political or other opinions, national or social origin, association with any community, property, economic or social status, sexual orientation, birth, disability or any other personal status.

1.4. **Quality** – IFM employees shall apply the highest professional and international standards in the organization, development and provision of forensic services, at every stage of the professional process.

1.5. Accountability and honesty - IFM employees shall maintain the confidentiality of the information in their possession, without prejudice to the implementation of obligations arising from the legislation relating to public documents access;

1.6. Shared responsibility and solidarity - IFM employees shall mutually contribute to the pursuit of justice, the protection of victims, the public interest and the achievement of the forensic mission.

CHAPTER II CONDUCT, DRESS CODE AND SAFETY AT WORK

Article 4 General rules of conduct in the workplace

1. The IFM Employees and other persons shall:

1.1. Respect the IFM internal regulations;

1.2. Handle with care the inventory and property of the IFM, the property of colleagues and other participants in the institution;

1.3. Not damage green spaces;

1.4. Not smoke inside buildings and spaces of the institution;

1.5. Not bring, consume or be under the influence of alcoholic beverages or other psychoactive substances in the workplace;

1.6. Maintain calm and avoid noisy and disturbing behavior.

Article 5 Rules of Ethics for IFM Employees

1. To perform their duties and tasks fairly and efficiently;

2. To respect the working hours determined by the legislation in force;

3. To use appropriate vocabulary;

4. To keep their identification card in a visible place during the exercise of their duties, including when in the field or at the scene of the incident, in accordance with the Regulation on Identification Cards for Officials of the Institutions of the Republic of Kosovo;

5. To correctly carry out their duties and responsibilities in accordance with the legislation in force;

6. To be polite and honest, respecting the integrity and personality of IFM colleagues and other

persons;

7. To avoid cases of conflict of interest according to the legislation in force, by declaring them to their manager, as soon as they become aware of them.

Article 6

Dress, appearance and working areas

1. The IFM employees dress must be serious, dignified, clean and neat to represent the institution.
2. It is prohibited to appear in clothing that violates seriousness and professional ethics, including clothing with excessive exposure and offensive or discriminatory inscriptions.
3. Clothing in the work areas must be in conformity with the internal quality procedure.
4. For employees who respond to the scene of an incident or work in the field, wearing a work uniform with the IFM identification inscription is mandatory.
5. All employees of the Forensic Medicine Institute are obliged to keep the work areas and other premises clean, in accordance with the internal quality procedures.

Article 7

Safety at work

1. The IFM employees shall use personal protective equipment during their work, in accordance with the provisions of the relevant Law on Health and Safety at Work and relevant professional standards.
2. Failure to implement protective measures at work will result in measures being taken in accordance with the relevant legislation in force.

CHAPTER III

CONFLICT OF INTEREST

Article 8

Avoiding conflict of interest

1. The IFM Employees are required to act in accordance with the relevant Law on the Prevention of Conflict of Interest in the Exercise of Public Function, avoiding any situation where private interests may influence, or be perceived to influence, the exercise of official duties.
2. Accepting any gift or favor related to the public function is prohibited, while in the event of the existence or suspicion of a conflict of interest, the employee is obliged to notify his/her superior and withdraw from handling the case, ensuring impartiality and professional integrity in the forensic expertise process.

CHAPTER IV

CONFIDENTIALITY, MEDIA AND PUBLICATIONS

Article 9 Confidentiality of data

1. Any information obtained during the exercise of official duties is considered official information and is protected from disclosure to unauthorized persons.
2. The IFM Employees are obliged to maintain confidentiality on all data, documents, reports and actions related to the forensic medical services performed, and their publication, distribution or communication to unauthorized parties is prohibited.

Article 10 Publications

1. Any information, document, report or other material related to the IFM activity may be published on the official website and on the Institute's social networks only after approval by the IFM relevant authority.
2. Taking photographs with a personal phone inside forensic medical examination areas is not allowed. Photographing cases and any other elements related to the expertise's subjects is done only by authorized staff using the IFM cameras.
3. Publishing the IFM internal working spaces images and or the field working areas in officials' personal accounts on social media is forbidden.

Article 11 Communication with the media

1. The IFM employees are prohibited from having any communication with media without the IFM General Director's authorization.
2. Declarations to the media shall never contain data specific to certain cases, in particular cases under investigation.
- 3 The clarifying and descriptive declarations of the Institute's mandate, competencies and communications and general data on forensic examinations is allowed for purpose of general education or the presentation of certain issues.
4. When making public declaration to the media, employees shall keep the image of the Institution intact.

CHAPTER V FINAL PROVISIONS

Article 12 Implementation

1. The implementation of the Code of Ethics shall be supervised by the Human Resources Officer of the Institute of Forensic Medicine.

2. Any violation by the Forensic Medicine Institute employees of the rules set forth in the Code of Ethics constitutes grounds for taking disciplinary measures, in accordance with the relevant legislation in force.

Article 13
Entry into force

This Code of Ethics shall enter into force seven (7) days after its publication in the Official Gazette of the Republic of Kosovo.

Blerim Sallahu

Acting Minister of Justice

16/12/2025