The Code of Academic Ethics and Professional Deontology

Chapter 1. General Framework

Art. 1. The present Code aims to guide the professional conduct of all members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi, an acknowledged public institution, part of the national graduate teaching system, as it is defined in the National Education Law no 1 / 2011.

Art. 2. The university ethics and deontology norms and principles promoted by the present Code are defined by the value system universally accepted by the academic communities in the context of the information internationalization and globalization. The value system thus defined can be found in the conduct norms, having a triple purpose:
- to promote the personality and to consolidate the individual status,
- to promote organizational culture and to consolidate the professional status,
- to assume the individual and institutional responsibility based on public interest.

Art. 3. The values promoted in the present Code are justice, equity, equality of chances, dignity, individual and academic freedom, intellectual property, professional and moral integrity, honesty, integrity, sense of duty, public responsibility etc, values correlated to the universal principle of doing no harm. The “Grigore T. Popa” University of Medicine and Pharmacy Iasi protects these values and sanctions any attempt to fence their promotion in the context of the university autonomy, transparency and public responsibility.

Chapter 2. Implementation

Art. 4. The Code of Ethics of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi contains all the compulsory conduct norms, acting as a moral contract among the members of the academic community – students, teaching and non-teaching staff – meant to contribute to the cohesion of its members, to the establishment of a cooperation and competition environment, to the rise of the prestige of the university.

Art. 5. The provisions of the present Code, both those that define the moral rules and those that are related to the technical and behavioral aspects of human relations, are obligatory for all members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi.

Art. 6. The Code of Academic Ethics expresses the ideals, principles and norms of conduct and morality that the members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi agree to observe in their professional activity.

This present code defines the main ethical and professional norms of conduct that the members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi agree to observe, along with their penalties, in case of violation.

Art. 7. Code of Academic Ethics does not replace the legal provisions and regulations or the requirements of other codes or regulations. The aim is to outline the area between law and ethics.

The Code of Academic Ethics and its implementation do not exclude nor do they replace the rights and legal obligations of the members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi.
This code correlates the mere contractual relations with trust, emotional engagement, and responsibility and protects the members of the academic community from unfair opportunist conducts.

Art. 8. The Code of Academic Ethics contains both obligatory norms whose violation results into disciplinary / administrative sanctions and, depending upon the context, desirable norms whose violation would result into disciplinary sanctions, but only into ethical ones. Thus, politeness is a desirable way of conduct, worthy of all respect, but legally, it is not obligatory. Impoliteness, provided it takes the form of the insult or outrage, can be sanctioned only ethically.

Chapter 3. General Principles

Art. 9. The values and principles promoted in the academic environment of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi are:
- academic freedom
- integrity
- personal autonomy
- justice and equity
- merit
- professionalism
- competence
- intellectual honesty and integrity
- transparency
- respect and tolerance
- professional and social responsibility
- goodwill and care
- faithfulness (loyalty).

Art. 10. Each member of this academic community, through the activities he / she may carry on, must observe all these values, becoming aware of their necessity and usefulness.

Art. 11 Academic freedom

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi is an environment free of any form of political, religious or economic pressure or constrains, except for the scientific, legal or ethical constraints.

(2) The academic freedom ensures the right of each member to express his / her scientific and professional beliefs during courses, seminars, conferences, debates, but also in the works publicly defended or published.

(3) The members of the academic community are protected against censorship, manipulation, persecution while meeting the scientific standards and professional responsibilities.

(4) Any member of the academic community must protect the liberty of all the other members based on the respect for difference.

(5) The university encourages:
- the critical approach
- the intellectual partnership and collaboration, irrespective of the person’s political or religious views.

(6) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi promotes those activities that give the opportunity to all its members to achieve their academic objectives of training, education, formation and research.
All the university members have to be correctly informed in order to communicate pertinently, critically and without censorship all the academic or administrative problems of the community.

Art. 12. Integrity

Art. 12.1. (1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi views integrity as a fundamental principle, aiming to protect the individual integrity of all the members of the academic community, both at the levels of leadership structures and of the executive ones.

(2) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi views honesty, integrity and probity as first rate moral standards.

(3) The members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi have to carry out their profession with honesty, goodwill and responsibility, observing the law and acting according to the requirements of their profession, meeting thus the legitimate ethical objectives of the university.

(4) The moral integrity requires each member of the academic community to avoid any situation susceptible of generating doubts with regards to hid / her integrity, and especially to avoid conflicts of interest.

(5) Within the university, the members of the academic community are forbidden to demand or accept, directly or indirectly, any kind of moral or material favor, or to take part in illegal activities or engagements that may discredit their profession or public entity they belong to.

(6) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi protects the right to intellectual property, the benefits being awarded to those who contributed to the creation of the intellectual property (or in accordance with the contractual stipulations).

(7) Within the sphere of relationships among the members of the academic community in the university and the university collaborators (students, M.A. students, Ph.D. students, other categories of students, and members of the administrative personnel), the following are considered violations of integrity:

a. Demanding or accepting any kind of favor, including sexual favors.

b. Demanding or accepting gifts or other material goods.

c. The borrowing from or lending to of money from teacher and students.

d. The teaching personnel demanding money or gifts from the university collaborators / students, from their husband / wife or from a relative up to the third degree.

e. Offering some liberties or facilitations to the collaborator / student or relatives.

(8) The students’ academic integrity consists in the avoidance of any fact or deed that would violate the correct and rigorous assessment (the fraud or the attempt to fraud the exams) or would impede the good carrying out of the teaching process by the deterioration, deliberate devastation, the replacement of apparatus, didactic materials, courses, specialized magazines or electronic data.

Art. 12.2. (1) The conflict of interest arises when the personal interests of a member of the academic community (faculty, student, member of the administrative personnel) clash with his / her professional duties or are prone to affect the autonomy and objectivity necessary for the fulfilling of the above-mentioned duties.

(2) When a member of the teaching staff finds himself/herself in the position of examining his / her spouse, an in-law or relative up to the third degree or another person with whom he/she has an affectionate relationship, one of the following two actions are called for:

a. If there are other faculty members teaching the same discipline, the teacher in question should write a declaration of restraint and the student will be assessed by a fellow teacher appointed by the Dean.
b. If a replacement as described above is not possible, another member of the teaching staff (from another discipline as close in scope as possible to the one in question) shall be appointed to assist the teacher in the student assessment and evaluation process.

(3) Persons who are married to one another, or have in-laws and family members up to the third degree may not occupy any positions of institutional authority/control/evaluation relative to one another within the university and may not be appointed in PhD/evaluation/contest commissions if their decisions affect their spouses or family members up to and including the third degree.

(4) The teaching staff, the research staff and the auxiliary staff with tenure are in conflict of interest in any of the following situations:
   a. They are called to resolve requests, make decisions or contribute to decisions concerning individuals (including with legal identity) with whom they share a patrimonial relationship;
   b. They are called to resolve make decisions or contribute to decisions concerning individuals who are their spouse, in-laws or relatives up to and including the third degree;
   c. They are members in the same legally appointed commission or managerial body together with other members of the teaching staff, research staff or auxiliary teaching staff who are also their spouse, in-laws or relatives up to an including the third degree;
   d. The decisions they make as part of their institutional attributions may be influenced by the patrimonial interests of their spouse, in-laws or family members up to and including the third degree;
   e. They are active in PhD, master or bachelor commissions set up by other universities without the formal approval of the Administration Board;
   f. They occupy positions or carry out teaching/research on the basis of contractual obligations with other higher education establishments (either public or private) without the formal approval of the Administration Board;
   g. They conduct activities which are not compliant with professional ethics and deontology or negatively affect the University image, by institutional dissolution propaganda, mass media disinformation campaigns or other activities which may interfere with the institutional mission;
   h. They hold a managerial position at the university and a social quota at another medical education institution;
   i. They hold a managerial position at the university and the local or national presidency of a political party.

Art.12.3. (1) Within the university, in the context of leadership control, authority and evaluation, the **incompatibilities** refer to the following:
   a. The spouse of the Rector, his / her in-laws or relatives up to the third degree cannot hold the following positions: Vice-Rector, Director of Doctoral Studies, General Administrative Manager, Dean, Vice-Dean, Head of Department or equivalent, Chief Accountant;
   b. The spouse of the Vice-Rector, his / her in-laws or relatives up to the third degree cannot hold the following positions: General Administrative Manager, Dean, Vice-Dean, Head of Department or equivalent, Chief Accountant;
   c. The spouse of the General Administrative Manager, his / her in-laws or relatives up to the third degree cannot hold the following positions: Director, Chief Accountant, Chief of Office Section, Chief of Office Staff;
   d. The spouse of the Dean, his / her in-laws or relatives up to the third degree cannot hold the following positions: Vice-Dean, Head of Department, any executive position in teaching, auxiliary teaching or research;
e. The spouse of the Vice-Dean, his / her in-laws or relatives up to the third degree cannot hold the following positions: Head of Department, any executive position in teaching, auxiliary teaching or research;

f. The spouse of the Head of the Department, his / her in-laws or relatives up to the third degree cannot hold an executive position in the same department.

g. The interdiction to be evaluated by the spouse, in-laws or relatives up to the third degree;

h. The spouses, in-laws or relatives up to the third degree cannot be part of the same collegial leadership board.

(2) Former tenured personnel who lost their tenure and were excluded from this community, or any person who has prejudiced the good functioning of the university, cannot be part of the academic community.

(3) The following cannot fill or run for a leadership position:

a. persons of the legal retirement age on the date of the elections;

b. persons indicted for work-related crimes or persons sentenced for an intentional crime with a final court decision to that effect;

c. persons having collaborated with the political police, with a final court decision to that effect;

d. Persons who have outnumbered the legal mandates.

(4) The conflict of interest arises when the leading staff and teaching personnel are in any of the following situations:

a. if they have any commercial activities within the university or in its vicinity;

b. if they are publicly involved in any written, visual or audio obscene activities;

c. if they sell pornographic or obscene materials;

d. if the rector holds a leadership position in a political party during his / her mandate.

(5) In any situation with potential for conflict of interest, the person in question has the obligation to notify the university management and to restrain from any decision making which may generate or suggest a conflict of interest.

**Art. 13. Personal autonomy**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi promotes a favorable environment for personal autonomy.

(2) Each member of the academic community is free to make decisions regarding his / her own academic and professional career. To this end, the university guarantees informed agreement on programs, competitions, study and research opportunities and ensures that each university member makes decisions regarding his / her own academic and professional career.

**Art. 14. Justice an equity**

(1) The members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi will be treated fairly, correctly and equitably. Direct or indirect discrimination or exploitation will fall outside the academic principles.

(2) Justice is based on the correct and equitable distribution of power and on the prevention of power abuse.

(3) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi adopts resolute measures to promote the n-n-discrimination and equal opportunities regarding access to study, employment and programs, in order to prevent conflicts of interest, corruption, preferential treatment and nepotism.
(4) The “Grigore T. Popa” University of Medicine and Pharmacy forbids the unequal treatment of a person which pursues or leads to the violation or limitation of the respective person’s rights based on race, age, disability, sexual orientation, nationality, status or background, except for the affirmative statutory measures.

(5) The non-discrimination policy covers all the university activities: students’ admission and registration, their academic evaluation, the employment and evaluation of the teaching and auxiliary teaching personnel, professional promotion, promotion to leadership positions, the access offered by the University Regulations

**Art. 15. Merit**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi guarantees the recognition, encouragement and reward of personal and group merits conductive to the accomplishment of its institutional goals, such as:

- the commitment to profession and study, to the institution and the members of the academic community,
- the creativity, talent, efficiency and performance.

(2) With respect to the teaching and research personnel, merit is established mainly on the quality of scientific publications, obtaining individual and institutional development and research grants, the involvement in faculty development, student’s and collegial evaluation, involvement in faculty development, study programs, the manner of dealing with students’ problems, the attitude towards personal development, the prestige brought to the university.

(3) As for students, merit is established on the evaluation criteria of their performance during courses, seminars and practical courses, professional competitions, participation in students’ scientific conferences, Bachelor’s and Master’s dissertations, their involvement in organizational life, civic actions etc.

**Art. 16. Professionalism**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi encourages the establishment of an environment fit for competence, professionalism and competitiveness. All these can be achieved by developing high-standard academic progress conductive to knowledge development, the training of high performance specialists and the rise of research prestige.

(2) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi supports and rewards the excellence, quality and professional merits of the activities carried out by its employers and students.

(3) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi encourages the belief in the autonomy of professional decisions and the carrying out of one’s profession, discouraging imposture, amateurism, superficiality, disinterest and limitation.

(4) Within the “Grigore T. Popa” University of Medicine and Pharmacy Iasi professionalism is characterized by:

- professional excellence;
- the identification with the specialization and with those belonging to the same field (the academic and research career become elements of personal identity);
- commitment to the academic career as a significant part of life (prestige can be achieved in time, but it does not rely on seniority exclusively);
- collegial solidarity and loyal competition with those belonging to the same field and university.
**Art. 17. Competence**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi encourages the establishment of an environment fit for competence, professionalism and competitiveness. The University supports the development of high-standard academic programs conductive to knowledge development, the training of high-performance specialists and the rise of research prestige.

(2) The University supports and rewards scientific, artistic, professional, pedagogical, managerial and administrative excellence.

(3) Each member of the academic community is accountable, in the context in which he/she performs his/her duties, for the quality of the educational process.

(4) Any member of the teaching personnel must master the subject he/she teaches, making sure the entire content of the course is up-to-date, representative and adequate to the level of the subject in the curriculum. In this sense, each member of the teaching staff must be informed about the content of the courses in the curriculum before or after his/her course and which are related to it.

(5) Professional disagreements among members of the teaching personnel should not affect the students’ training and results.

(6) Any teaching person must pay particular attention to the planning and carrying out of courses as scheduled, to the preparation of the teaching materials necessary to students during courses, seminars and laboratories, to holding the established office hours, to guiding the students’ drafting of papers (projects, graduation papers or dissertations), to grading and communicating results of grades in due time.

(7) Adapting one’s teaching style to the needs and level of the course is likewise important.

(8) Any person carrying out his/her activity in the auxiliary department must carry out his/her duties with professionalism, to be oriented towards the continuous improvement of his/her competences and performances for the benefit of the whole academic community.

(9) The following represent violations of the principles of competences:

A. Teaching personnel:
   a) Assigning the courses, seminars and practical courses to persons who lack the appropriate level of scientific training;
   b) Wasting a significant part of the course or seminar on discussions unrelated to the topic at hand;
   c) The intentional misinterpretation of research results in order to substantiate a theory supported by the respective person
   d) Forcing the students to consider exclusively the teacher’s point of view or refusing to take into account, despite persuasive arguments, other points of view on the same matter;
   e) The teaching of only one section of the subject, some aspects in which the teacher is interested personally;
   f) Choosing some evaluation methods that are not appropriate to the objectives of the course (for instance, conceiving of some topics that would require to memorize some data, the aim of the course being to acquire the skills in solving some problems);
   g) Not granting the student the opportunity to train in order to acquire the competences requested for the course and assessed during the final examination.

B. Auxiliary personnel:
   a) the unfair assignment of some tasks to people who lack the required skills;
   b) the incorrect or incomplete description of some assignments;
   c) the incorrect verification of assignments.
**Art. 18. Honesty and intellectual integrity**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi protects the right to intellectual property.

(2) The intellectual property refers to inventions, innovations and copyright for various categories of papers, be they scientific, psycho-pedagogical or didactic.

(3) The benefits and rewards will be given to those who are the producers of the intellectual property. Those who took part in the whole process of the research program (both teaching and auxiliary staff) whose results become public have to be acknowledged out of professional honesty.

(4) Any form of intellectual fraud is forbidden:
   a) **total or partial plagiarism**, misappropriate use of ideas, methods, procedures, technological scientific results, the research results made by another author, no matter how they came from, along with the partial or total retaking of a material made by a different author, without mentioning the source and presented as personal creation.
   b) We do not consider plagiarism the use of short phrases and definitions, these being considered by the Board of Ethics as part of the basic notions
   c) cheating in exams or contests
   d) the “fabrication” of results / required situations, or the utilization of invented data in a research or experiment, the intentional modification of data in an experiment or research, quoting inexistent articles, submitting the same paper in more exams (self-plagiarism)
   e) the substitution of papers or identity in exams
   f) attempts to fraud, offering money, gifts or other services to the academic members in order to:
      - Deliver services established in the job description to persons who are entitled to receive them;
      - Influence the evaluation, employment or promotion process.

**Art. 19. Transparency**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi complies with the principle of transparency regarding all categories of information, activities and resources which concern the members of the academic community, potential candidates, graduates, institutions with which it collaborates or the public, ensuring a correct and substantial information within the law (and / or of the present contract).

(2) Transparency can be seen in all the processes of admission, evaluation, employment, promotion and utilization of university resources. All this information is published on the institution’s website.

(3) The University forbids the forgery or mystification of the information to which its members and the public are entitled.

(4) The following should not be made public:
   a) classified information
   b) personal data
   c) data legally considered as confidential

(5) Students are entitled to receive information regarding the evaluation criteria for written and oral exams in the beginning of each course (seminar, workshop etc), as well as the explanation for their results.

**Art. 20. Respect and Tolerance**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi promotes the establishment of an academic and residential community within which the dignity of each member
is respected in a climate free of any form of harassment, exploitation, humiliation, pressure, threat or intimidation.

(2) The University complies with the value of tolerance towards differences among people, opinions, beliefs and intellectual preferences.

(3) The promotion of misogynist, racist, nationalistic, xenophobic, homophobic attitudes or sexual harassment are forbidden.

(4) Students must respect the authority of the teaching research and auxiliary personnel, as well as the administrative structures of the University and of the faculties.

(5) Within the “Grigore T. Popa” University of Medicine and Pharmacy Iasi inappropriate behavior is considered any action that prejudices someone’s dignity or creates a hostile, degrading, humiliating or offensive atmosphere.

**Art. 21. Social and Professional Responsibility**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi encourages its members to stand out by becoming involved in professional and public problems. Likewise they should display collegiality, responsible civism and a respectful behavior in order to promote the university prestige.

(2) All the members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi are guaranteed the right to publicly criticize, based on real facts and arguments, the violation of professional and quality standards of the university members and collaborators.

(3) Disinformation, defamation and public denigration of the institution programs and personnel by the members of the academic community are forbidden.

**Art. 22. Goodwill and Care**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iasi considers goodwill and care to be desirable behaviors. In this sense, it encourages the appreciation of, pride in and gratefulness for the deserving, empathy, compassion, assistance of those in need, courtesy, politeness, altruism, understanding, solidarity, solicitude, promptitude and optimism towards all the members of the academic community.

(2) The behaviors denoting envy, cynical attitude, vanity, lack of courtesy, disinterest are undesirable.

**Art. 23. Faithfulness (loyalty)**

(1) Faithfulness (loyalty) towards the “Grigore T. Popa” University of Medicine and Pharmacy – Iasi is an obligation of honor for all the members of the Academic Community. It is repaid both in material and in moral terms.

(2) Disloyal competition is an attitude that the “Grigore T. Popa” University of Medicine and Pharmacy – Iasi firmly condemns. Thus, didactic activities at other universities may be conducted only with the approval of the University Management, according to the University Charter.

(3) The members of the Academic Community of the “Grigore T. Popa” University of Medicine and Pharmacy – Iasi have the duty to loyally defend the University reputation, avoiding any deeds which may prejudice the University image or interests.

(4) The following constitute breeches of the loyalty obligations:
   a) Engaging in actions meant to lead to the loss of possession or non-possession rights legally obtained by the University;
   b) Advising students, during didactic activities, to abandon the courses of the University in favor of another educational establishment;
c) Engaging in activities outside of the University which, according to the law, constitute disloyal competition;

d) Engaging in activities meant to discredit the University of gravely affect its image and reputation;

e) Publically expressing views which do not accurately reflect the University’s real activity;

f) Making unqualified comments about ongoing litigations involving the University as one of the parties;

g) Disclosing information which is not public in other conditions than those provisioned by the law;

h) Disclosing information accessed in the process of fulfilling obligations, provided the disclosure may lead to undeserved advantages or it may prejudice the University's image or rights;

i) Offering assistance and counseling to individuals (including with legal identity) seeking legal or other actions against the University.

**Chapter 4. Ethical Principles in Research**

**Art. 24.** The following ethical norms should be observed in conducting research:

a) Acceptance and mention of authorship only in the case of persons who have effectively contributed to the paper in question.

b) Indication of the source of an idea, expression, result of previous research, regardless of whether it has been published or not. This rule also concerns one’s subsequent use in one’s own research of elements taken from any work belonging to other collaborators, students, master students.

c) Explicit recognition of contribution from any person who has participated directly in research. If this consisted only in supervision or counseling, the formal recognition is not necessary. However, an expression of gratitude is recommended in such cases.

d) Rigorous observance of the intended destination of research funds. Financing sources for research shall be mentioned in the publication of results.

e) Observance of special ethical norms concerning research on human subjects or experiments on animals, as well as any other issues related to research ethics.

**Art. 25.** To conduct research on human subjects, the provisions of International Conventions and Declarations to which Romania has adhered must be observed. In biomedical research there is a duty to promote and protect the life, health, privacy and dignity of human subjects participating in research.

**Art. 26.** During medical research on human subjects additional protection must be ensured for vulnerable populations:

a) People economically and medically disadvantaged;

b) People who may not be able to give their consent to participating in medical research (minors, incapacitated people, people whose conditions prevent them from expressing their will);

c) People susceptible to consenting under pressure (such as in detention or military personnel);

d) People who do not personally benefit from the respective research;

e) People for whom medical research is mixed with medical care.

**Art. 27.** In researching human subjects, the welfare of the individual take precedence over the welfare of society at large and of science.
Art. 28. Medical research for the sake of medical progress should only be conducted on human subjects as a last resort. This must be done in accordance with existing scientific data, with other relevant information sources and with the data obtained through experimentation on animals, when possible.

Art. 29. The main goal of medical research on human subjects is to improve prevention, diagnosis and treatment methods, the understanding of the etiology and pathogenesis of a disease.

Art. 30. No research on a person may be conducted unless all the of the following conditions are met concurrently:
   a. There are no methods available with efficacy comparable to that of research on humans;
   b. The exposure to risks are not disproportionate relative to the potential research benefits;
   c. The research project has been approved by the competent body following independent evaluation of its scientific pertinence, including the evaluation of the importance of the research objective and the pluri-disciplinary assessment of its ethical acceptability;
   d. The person on which the research would be conducted is informed of his/her rights and guarantees for his/her protection;
   e. The participants have consented.

Art. 31. The research protocol must be assessed by a Research Ethics Committee made of individuals who are independent of the researchers or sponsors. The Research Ethics Committee assessing the project must be kept updated on the research proceedings and has the right to monitor ongoing research.

Art. 32. Medical research on human subjects must be conducted only by qualified individuals, who are responsible for the subjects involved in the research, even if they have expressed their inform consent.

Art. 33. Clinical trials (research without therapeutic goals) are ethically admissible if they bear no serious and preventable risks for the participating subjects. The researchers who conduct the experiment are obliged to interrupt it if there is any danger of harming the subject or if the subject so desires. Medical research on human subjects may be conducted only if the potential benefits outweigh the risks.

Art. 34. Enforcing, including by misleading, an experiment on humans is a serious breech of the principles of medical ethics. The participation of human subjects in research may only be done voluntarily once the subjects have been adequately informed about: the research goals and methods, the anticipated risks and benefits. The subjects must also be informed that they may withdraw from the research at any time, without having this negatively affect them in any way. The informed consent of participants must be obtained in accordance with the legal provisions in place.

Art. 35. In the case of minors, the consent shall be obtained from their legal guardians or representatives as well as the minors in question. As much prudence as possible is necessary in using minors for medical experiments and only if the risks are minimal.

Art. 36. In the case of individuals who are legally incompetent or incapable of expressing their will, the consent will be obtained from their legal guardians or representatives.
Art. 37. Researchers must take all necessary precautions for protecting the privacy of subjects participating in research and maintaining confidentiality, reducing to as little as possible the impact of the research on the physical, mental and psychological integrity of the subjects.

Art. 38. For research to have a therapeutic goal it must investigate the use of medical or surgical procedures on humans for the first time, exclusively with a curative purpose. In such research, there should be an adequate balance favoring the patient, between the risks of the new procedure and the gravity of the patient’s case; the potential risks of the new procedure should not outweigh in gravity the probable evolution of the disease or course of treatment known and applied at the respective time.

Art. 39. The use of placebo in medical research combined with patient care is admissible only when there are no proven preventive, diagnostic or therapeutic methods for the participating subjects or when the patients receiving the placebo are not exposed to additional risks.

Art. 40. The publication of results emerging from medical research on human subjects shall be done observing data accuracy as well as the national and international ethical norms regulating medical research on human subjects.

Art. 41. The above mentioned ethical rules also apply to epidemiological studies and screenings.

Art. 42. Experiments concerning human cloning are forbidden.

Art. 43. Appropriate conduct in research is underpinned by the protection and restoration of the natural environment and ecological balance, including their protection from potential aggression caused by science and technology.

Art. 44. Appropriate conduct in research excludes:
   a) Concealing or excluding unwanted results;
   b) Manufacturing fictitious results;
   c) Replacing results with fictitious data;
   d) Interpreting results and formulating conclusions in a deliberately distorted manner;
   e) Plagiarizing results or other authors’ publications;
   f) Presenting in a deliberately distorted manner the results of other researchers;
   g) Indicating incorrect authorship of a paper;
   h) Introducing false information in project financing applications;
   i) Concealing conflicts of interest;
   j) Misdirecting research funding;
   k) Not recording and/or storing data, as well as erroneous data recording/storage;
   l) Not informing the members of a research team prior to the research project about: salary rights, responsibilities, co-authorship, intellectual rights over the research results, financing sources and associations;
   m) Lacking objectivity in evaluations and disregarding confidentiality conditions;
   n) Publishing or financing repeatedly the same results as elements of scientific novelty.

Art. 45. The members of the research staff and teaching faculty involved with the research and development divisions of the University have the right to refuse (invoking moral and ethical grounds) to participate in scientific research that negatively impacts humans and the environment.
Art. 46. The staff involved in research and development, including any teaching staff, are bound to these obligations:

a) To observe research ethics and deontology;
b) To observe intellectual property rights and confidentiality agreements with research collaborators and financial sponsors;
c) To not generate conflicts of interest or disloyal competition in cumulating activities according to legal provisions;
d) To participate in the education of young researchers and to pass on their own research experience and expertise;
e) To conduct research, technological or innovative activities without infringing on human rights and liberties;

Chapter V. Application and sanctions

Art. 47. (1) The application of the guidelines featured in this Code of Ethics is ensured by the Ethics Committee.

(2) The structure and membership of the university Ethics Committee is proposed by the Administration Board, overseen by the University Senate and approved by the Rector. Only individuals with professional prestige and moral authority may be members of the Committee. Individual occupying the following positions are excluded from membership in the Ethics Committee: the Rector, the Vice-Rectors, Deans, Vice-Deans, Administrative Directors, Heads of Departments (including of research and development departments), heads of projects or micro-production.

(3) The Ethics Committee has the following roles and responsibilities:

a. Analyzing and resolving breaches of university ethics, based on complaints received or by its own initiative, in accordance with the Code of Academic Ethics and Professional Deontology;
b. Reporting annually the status of adherence to the academic and research ethics (the annual report is presented to the Rector, the University Senate and is made available to the general public);
c. Contributing to the drafting/editing of the Code of Academic Ethics and Professional Deontology, submitting it to the University Senate for approval and inclusion in the University Charter;
d. Enforcing the provisions of Law 206/2004 and its subsequent modifications/addenda;
e. Carrying out other roles and responsibilities according to the University Charter and the law.

Art. 48. The decisions of the Ethics Committee are overseen by the legal advisor of the university. The University bears the legal responsibility for the decisions and activities of the Ethics Committee.

Art. 49. (1) Any person, from within our outside of the University, may bring to the attention of the Ethics Committee any presumed breach of ethics by members of the academic community.

(2) The Ethics Committee maintains confidentiality regarding the identity of the person making the complaint.

Art. 50. Upon receiving a formal complaint, the Ethics Committee initiates the appropriate procedures according to Law 206/2004 and the Regulations in place, including their subsequent
modifications/addenda. The Committee replies to the author of the formal complaint within 30 working days from the date when the complaint was registered, communicating the outcomes of completed procedures.

Art. 51. (1) The following are considered **serious deviations** from appropriate conduct in research and academic work:
   a. Plagiarizing the results or publications of other authors, where plagiarism includes the use of partially modified information and texts intended to give the impression that a new and different piece of scientific work has been produced;
   b. Manufacturing results or replacing results with fictitious data;
   c. Providing false information in project financing applications;
   d. Using research and technical results obtained through public funding without approval from the financing body;
   e. Affecting the University image in the media or public space without prior debate in the appropriate University fora. Excepted are the situations when a person claims an injustice which has not been resolved using all the legal paths available within the University, and if the issue is presented in a civilized manner not aiming to denigrate the University;
   f. Offending fellow members of the academic community with or without demonstration, provided the accusations was made public before the appropriate University bodies have had a change to issue their position on the subject;
   g. For students: offending a member of the teaching staff in any of the ways described above at e. and f., attempting to cheat in an exam, including by person substitution, attempting to bribe a teacher, offering bribe or other inappropriate benefits to a teacher in order to obtain better academic results.

(2) The following are considered **very serious deviations** from appropriate conduct in research and academic work, resulting in incompatibility with the academic community membership status:
   a. Extensive and/or repeated plagiarism;
   b. Serious or repeated offenses prejudicing the image of fellow colleagues from the academic community, regardless of how such statements are made public;
   c. Making repeated degrading accusations about the University in public;
   d. Conditioning access to an exam or exertion of a right by students or colleagues in inferior positions;
   e. Physical or verbal aggression towards a member of the academic community;
   f. Proven fraud in an exam (person substitution, cheating by conventional or electronic means).

Art. 52. (1) Complaints may be submitted by any member of the University’s academic community.

(2) The Ethics Committee may mobilize itself and initiate an investigation in cases of notoriety or obvious breaches.

Art. 53. The rights of the plaintiff and the accused:
   a. Confidentiality;
   b. Assistance by another person in the hearings conducted by the investigation team;
   c. Knowledge of the investigation team membership in order to contest it if valid argumentation can be provided;
   d. Access to the final report before it is submitted to the University management;
   e. The right to appeal the decision of the Ethics Committee and University management.
Art. 54. The sanctions which the Ethics Committee may decide in case of demonstrated breaches of academic ethics and professional deontology by teaching, research and auxiliary staff are:
   a. Written warning;
   b. Reduction of basis or cumulated salary (bonuses for management, mentorship and control positions, depending on the case);
   c. Temporary suspension of the right to apply for a higher teaching position or a managerial, mentorship or control role, including membership in PhD, master and bachelor committees;
   d. Withdrawal from academic management;
   e. Cancelation of employment, under the provision of the Code of Labor.

Art. 55. The sanctions which the Ethics Committee may decide in case of demonstrated breaches of academic ethics and professional deontology by bachelor, master and PhD students are:
   a. Written warning;
   b. Temporary scholarship suspension (1 month – 1 year), depending on the severity of the deed;
   c. Expulsion.

Art. 56. For breaches to the Code of Ethics, one or more of the sanctions mentioned in Art. 53 and 54 above may be issued.

Art. 57. Individuals who have been proven to have very seriously deviated from appropriate conduct in research and academic work, according to the law, may no longer occupy teaching and research positions. The teaching or research employment process or contract is canceled, regardless of when the breach was demonstrated. Such cases are formally acknowledged by the National Council of Ethics in Scientific Research, Technological Development and Innovation, according to the law.

Chapter VI. Final dispositions

Art. 58. The individual work or study contract will include the condition that the employee or students declares under signature that he/she is aware of the Code of Ethics in place and commits to observing its provisions.

Art. 59. The provisions of this Code of Ethics complement the National Education Law no. 1/2011 and Law no 206/2004 concerning appropriate conduct in scientific research, technological development and innovation.

Art. 60. The present Code of Ethics is enforced beginning with the date of its approval by the University Senate and is considered an integral part of the University Charter.