

# ACADEMIC PROFESSIONAL ETHICS AND DEONTOLOGY CODE

## Chapter I. General

### Art. 1.

This Code regulates the behaviour of the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi, which is an accredited public institution, part of a national higher education system, as defined by the National Education Law no. 1/2011.

### Art. 2.

The academic ethics and deontology standards and principles promoted by this Code are in agreement with the system of values accepted worldwide by academic communities, given information internationalization and globalization. The system of values thus defined is included in the behaviour rules and has three functions:

- assuming individual and institutional moral responsibility based on the interest of the academic community,
- organizational culture promotion and professional status strengthening,
- assuming individual and institutional responsibility based on the interest of the academic community.

## Chapter II. Scope

### Art. 3.

The code of ethics of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi includes compulsory behaviour rules, a **moral contract** between the members of the academic community – students, teaching staff, non-teaching staff – aimed at improving University member cohesion and development of an academic environment based on fair cooperation and competition, and hence contributing to the University’s good name.

### Art. 4.

The provisions of this Code are compulsory for the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi.

### Art. 5.

The academic ethics code expresses the ideals, principles and moral rules that the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi consent to obey and follow in their professional activity. The academic ethics defines the main professional ethical conduct guidelines that the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi agree to abide by and the penalties applied for their violation.

### Art. 6.

The academic ethics code is not a substitute for the law or other codes and regulations. Its purpose is to regulate what lies between law and moral. The academic ethics code and its

application neither preclude nor supersede the legal rights and obligations of the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy of Iasi. The academic ethics brings together purely contractual relations and values like trust, attachment or responsibility, and protects the academic community members of unfair, disloyal or opportunistic behaviours.

### **Chapter III. General Principles**

#### **Art. 7.**

Here are the values and principles promoted in the academic environment by “Grigore T. Popa” University of Medicine and Pharmacy of Iasi:

- 1) academic freedom,
- 2) integrity,
- 3) prevention and management of the conflicts of interest,
- 4) personal autonomy,
- 5) justice and fairness,
- 6) merit,
- 7) professionalism and competence,
- 8) intellectual honesty and correctness,
- 9) transparency,
- 10) respect, tolerance and acceptance,
- 11) professional responsibility,
- 12) kindness and care,
- 13) faithfulness (loyalty),
- 14) good conduct in scientific activity.

#### **Art. 8.**

The “Grigore T. Popa” University of Medicine and Pharmacy Iasi protects these values and sanctions any restriction of their promotion in the context of university autonomy, transparency and public accountability. Every member of this academic community, through the activities they carry out, will observe these values.

#### **Art. 9. Academic freedom**

(1) “Grigore T. Popa” University of Medicine and Pharmacy Iasi is an institution free from any interferences, or political, religious and economic pressures and constraints.

(2) Academic freedom implies the right of any member of the academic community to openly express their scientific and professional opinions in courses, seminars, conferences, debates or in extended papers that are published or delivered in congresses.

(3) It is guaranteed to all members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi the right to publicly criticise, on founded arguments, the violations of the professional and quality standards the rights of the members of the academic community and collaborators.

(4) The University members are protected from censorship, manipulations, persecutions, provided they comply with scientific standards and professional responsibility requirements.

- (5) Any academic community member must avoid impeding on the others' freedom and respect differences of opinion.
- (6) The University encourages critical approach, intellectual partnership and cooperation, regardless of one's political opinions or religious beliefs.
- (7) All university members must be accurately informed in order to be able to communicate pertinently, critically and freely about learning and study problems encountered in all the specific medical higher education both in the academic and administrative field.

#### **Art. 10. Integrity**

- (1) "Grigore T. Popa" University of Medicine and Pharmacy Iasi considers integrity as a basic principle, aiming equally at the individual integrity of the academic community members (both at the level of managing and executive structures).
- (2) "Grigore T. Popa" University of Medicine and Pharmacy Iasi recognizes honour, incorruptibility and probity as moral values of first rank.
- (3) The members of the "Grigore T. Popa" University of Medicine and Pharmacy Iași must exercise their profession with honesty, good faith and responsibility, observing the law and acting in accordance with professional requirements, contributing to fulfilling the University mission.
- (4) By means of this Code, each member of the academic community commits to declaring, managing and avoiding the conflict of interests as defined in the University Charter and Code of Ethics.
- (5) At University level, the members of the academic community are forbidden to claim or accept, directly or indirectly, for themselves or for others, any moral or material advantage or benefit, or to partake knowingly in illegal activities and arrangements which discredit the profession and the University public image.
- (6) The "Grigore T. Popa" University of Medicine and Pharmacy Iași defends the right to intellectual property, the resulting benefits being awarded to those who created the intellectual property (or as specified in contractual clauses).
- (7) Within relationships among the members of the academic community and the University collaborating parties (undergraduate students, master students, PhD students, other kinds of students, as well as collaborators in non-didactic fields of activity), the following are considered breeches of integrity obligations:
  - a. claiming or accepting favors of any kind, including sexual;
  - b. claiming or accepting gifts or other material benefits;
  - c. financial loans among faculty staff and students;
  - d. carrying out paid activities in favor of the university collaborating party / student, their spouse or 2<sup>nd</sup> degree kinship;
  - e. enjoying freedoms and privileges from the part of the collaborating party/student or their family members up to and including 2<sup>nd</sup> degree kinship.
  - f. engaging in personal relationships (including intimate ones) between individuals who, upon beginning the relationship, are in a teacher-student rapport;
- (8) The academic integrity of students consists in avoiding any deeds or actions which may undermine the accurate and rigorous evaluation of knowledge (exam fraud or any kind of attempt fraud) or may interfere with the normal process of education, such as : physical damage, deliberate destruction, replacement of equipment, didactic materials,

books and journals, information from the electronic system, as well as disrespecting the authority of the teaching staff, the researchers and the people in managerial positions.

### **Art. 11. Prevention and management of conflicts of interests**

(1) The **conflict of interests** is defined as any situation in which the personal interests of a member of the academic community (teaching and non-teaching staff, student) conflict with the obligations derived from its corresponding status or may influence the independence and impartiality required for fulfilling these obligations.

(2) When a teacher is in the position to examine their spouse, their relative up to the 3rd degree or another individual with whom they are emotionally engaged, the following provisions should be made:

a. when other teaching staff of the same specialty are available, the teacher should file a declaration of abstention, and the student should be examined by another teacher appointed by the Dean.

b. if replacement is not possible, another teacher from a related specialty shall be appointed to assist the respective teacher in examining the respective student.

(3) Individuals who are spouses, in-laws and up to 3rd degree kinship may not concurrently hold positions by which one manages, controls, exerts authority or evaluates the other, regardless of the level within the University hierarchy. Also, they may not be appointed to participate in :

a) commissions for filling vacant didactic positions by means of competition;

b) PhD thesis coordination;

c) PhD commissions;

d) admission competitions;

e) evaluations of students (exam commissions);

f) coordination of graduation theses and master dissertations;

g) evaluations of the didactic, auxiliary and non-didactic staff;

h) commissions set up for the analysis and reception of outputs in scientific research contracts;

i) disciplinary, ethical and control enquiry commissions;

j) commissions for appointing staff in research grant positions, scholarships, awards, rewards, honorary titles and degrees;

k) purchase commissions.

(4) The teaching staff, research staff and auxiliary teaching staff with tenure is considered in a conflict of interests if found in one of the following situations:

a. they are asked to handle requests, make decisions or participate in making decisions regarding private and legal persons with whom they are engaged in a patrimonial relationship ;

b. they are asked to handle requests, make decisions or participate in making decisions regarding individuals who are their spouse, in-laws or relatives up to and including 3rd degree kinship;

c. they are participating in the same legally appointed commission or collegial management team alongside other teaching staff, research staff or auxiliary teaching staff members who are their spouse, in-laws or relatives up to and including 3rd degree kinship ;

d. their own patrimonial interests or those of their spouse, in-laws or relatives up to and including 3rd degree kinship may influence decisions which their position requires them to make ;

- e. they are carrying out activities as part of PhD, master or undergraduate commissions from other universities without approval from the Administration Board ;
- f. they hold teaching or research positions or engage in contractual teaching or research at other, public or private, higher education institutions without the approval of the Administration Board ;
- g. they engage in activities and behaviours unbefitting professional ethics or damage the University image by institutional destructuring propaganda, disinformation campaigns in the media, or other activities which may undermine the mission of the institution ;
- h. they hold a managerial position at the university and shares at another medical education institution ;
- i. they hold a managerial position at the university and the local or national presidency of a political party.

(5) **The incompatibilities** at University level entail the following, as far as management, control, authority and evaluation are concerned:

- a. the Rector's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Vice-Rector, Head of CADS (Council for Academic Doctoral Studies), General Administrative Director, Dean, Vice-Dean, Head of Department or equivalent and Chief Finance Officer;
- b. the Vice-Rector's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : General Administrative Director, Dean, Vice-Dean, Head of Department or equivalent and Chief Finance Officer;
- c. the General Director's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Director, Chief Finance Officer, Head of Service, Head of Office ;
- d. the Dean's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Vice-Dean, Head of Department.
- e. the Vice-Dean's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the position of Head of Department.
- f. the direct evaluation of one's spouse, in-laws or relatives up to and including 3rd degree kinship is forbidden ;
- g. married couples, in-laws or relatives up to and including 3rd degree kinship are forbidden to be part of the same managerial team.

(6) Individuals who have gravely damaged the reputation and normal proceedings of the University are not allowed to join the ranks of the academic community. This applies also to former members of the community who have been excluded.

(7) The following may not run for managerial positions :

- a. individuals who have reached the legal retirement age by the time of the respective elections;
- b. individuals who have been charged and convicted without further possibility for appeal;
- c. individuals known to have engaged in political policing activities, according to a final ruling of the court of justice.
- d. individuals who have exceeded the legal number of mandates.

(8) The management, the teaching, research and auxilliary teaching staff are in a position of incompatibility if found in one of the following situations :

- a. they are engaged in commercial activities on the University premises or in the vicinity of the University ;
- b. they are engaged in lubric activities or in activities which imply obscene exhibition of the body ;
- c. they are selling written, audio or visual materials of an obscene or pornographic nature ;
- d. they are concurrently holding the Rector position and a managerial position in a political party.

(9) In any eventuality of a conflict of interests, the person must notify the University management and abstain from making any decisions which may generate or imply a conflict of interests.

#### **Art. 12. Personal autonomy**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași advocates for the fostering of an environment conducive of personal autonomy.

(2) Each member of the academic community is free to make decisions about their own academic professional career. Thus, the timely and full release of information regarding study programs, competitions, study and research opportunities is promoted, so that each member of the University may make and carry out decisions regarding their own academic and professional careers.

#### **Art. 13. Justice and fairness**

(1) Justice is based on the correct and fair distribution of benefits, opportunities, losses and risks. The members of the “Grigore T. Popa” University of Medicine and Pharmacy Iași shall be treated justly, correctly and fairly. Discrimination or exploitation are not allowed, direct or indirect.

(2) Justice is based on the correct and fair distribution of benefits, opportunities, losses and risks. The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to preventing and fighting against abuses of power. The abuse of power is defined as the use of one’s own position of power in order to serve personal interests rather than fulfill the obligations of the position being held. The following are examples of abuse of power:

- a) exploiting a colleague, a subordonate, a student or resident;
- b) obtaining information to which the respective individual should not normally have access to;
- c) manipulating someone else into acting in a certain way by using the authority to punish them if they do not comply with the abuser.

(3) At the “Grigore T. Popa” University of Medicine and Pharmacy Iași any discrimination based on age, ethnicity, gender, social origins, political or religious affiliation, sexual orientation or other, except as provisioned by the law.

(4) The “Grigore T. Popa” University of Medicine and Pharmacy Iași acts firmly in favor of non-discrimination and equality of chances in accessing studies, employment and other programs, as well as for the elimination of conflicts of interests, for the prevention and combating of any form of corruption, favoritism and nepotism.

(5) The non-discrimination policy covers all the fields of academic activity, especially : admission and enrolment of students, academic evaluation of students, employment and evaluation of teaching staff, auxilliary teaching staff and non-teaching staff, professional promotion, promotion into managerial structures and positions, access to the rights awarded by the University Charter.

#### **Art. 14. Merit**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași ensures the recognition, promotion and reward of personal and team achievements leading to the fulfilling of the institutional mission, such as:

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

(2) In case of teaching and research staff, merit is established mainly in relation to: the quality of lectures, seminars, student tutorship, scientific publications, the winning of development and research grants (individual and institutional), the results of collegial and assessment and of students’ assessment, involvement in developing the Faculty, the study program, the field, help in resolving student issues, one’s attitude towards self-development, contributions to institutional prestige.

(3) In the case of students, merit is established in the context of evaluating student performance in lectures, seminars and laboratory work, professional trainings, student scientific events, graduation and dissertation theses, participation in associations and civic actions etc.

#### **Art. 15. Professionalism and competence**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to fostering an environment conducive of research and competitiveness by developing high standard academic programs capable of advancing knowledge, producing competitive experts and increasing research respectability.

(2) The “Grigore T. Popa” University of Medicine and Pharmacy Iași discourages imposture, amateurship, superficiality, disinterest and complacency.

(3) At the “Grigore T. Popa” University of Medicine and Pharmacy Iași, professionalism is seen as:

- competence in professional practice;
- seeing one’s specialty and peers (the academic or research career) as part of one’s personal identity ;
- commitment to the academic career for a significant portion of one’s life (recognition takes time but does not exclusively depend on tenure);
- collegial solidarity and loyal competition with those from the same university and field

(4) The University promotes and rewards scientific, professional, pedagogical, managerial and administrative excellence.

(5) Any teacher is expected to master in detail the taught discipline, ensuring that the entire contents of the course is updated, representative and adequate to the level of the discipline in the curriculum. Each teacher must thus consult the curriculum and show interest in the contents of the courses preceding, following and connected to their own.

(6) Scientific disagreements within the University teaching staff must not affect the training and results of the students.

(7) Any teacher must diligently prepare and deliver the classes according to the schedule, must prepare the course materials and make them available to the students, must adapt the teaching style to the needs and the level of the course, must hold consultation hours, must follow up on and guide students’ writing (projects, graduation and dissertation theses), must grade and communicate the results at the appropriate times.

(8) Any individual involved in non-didactic activities must diligently and professionally carry out their designated tasks, aiming to continuously improving their competences and performances for the benefit of the entire academic community.

(9) The “Grigore T. Popa” University of Medicine and Pharmacy Iași encourages its members to distinguish themselves through activism and involvement in professional and public matters, through collegiality and civic duty, as well as through respectful behavior, all contributing to the prestige of the institution.

(10) The “Grigore T. Popa” University of Medicine and Pharmacy Iași encourages the members of the academic community to get involved in the activities of the student organizations, which are considered a contribution to professional, scientific and personal development of the students, the PhD students and the University staff at large.

(11) The following are considered breeches of the principle of competence :

A. For teaching staff:

- a. entrusting the delivery of lectures, seminars of laboratory work to persons who do not meet the required level of knowledge ;
- b. spending significant amounts of lecture or seminar time engaged in unrelated discussions ;
- c. intentionally misinterpreting the results of research in order to prove a preferred theory ;
- d. forcing students to uphold the teacher’s point of view exclusively or refusing to include other relevant perspectives with their corresponding arguments ;
- e. partial coverage of a fundamental course by focusing only on those aspects of particular interest to the teacher;
- f. choosing evaluation methods inadequate in light of the course objectives (for instance, drafting exam items which require memorizing information while the respective course aims to develop problem solving skills);
- g. not giving the student the opportunity to train in order to develop the competences specified as course objectives and evaluated in the final exam.
- h. randomly grading test papers, multiple choice tests and any other forms of evaluation in ways unrelated to the competences demonstrated by the student;
- i. assigning reporting tasks to persons who do not have the required specific competences; the flawed or incomplete drafting of assigned reports / papers;
- j. flawed proofing of any drafted procedures/reports/minutes;
- k. delaying or preventing, through bad will or incompetence, the procedures necessary for participating in grant competitions or scientific competitions.

B. For non-teaching staff:

- a. incorrectly entrusting reporting tasks to persons who do not have the necessary specific competences;
- b. the flawed or incomplete drafting of assigned reports / documents;
- c. flawed proofing of drafted reports.

#### **Art. 16. Honesty and intellectual correctness**

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

(2) Intellectual property includes inventions, innovations and copyrights for various types of scientific, psycho-pedagogical or didactic materials.

(3) The benefits and rewards shall be awarded to those who originally produced the intellectual property. All those who have participated in various developmental stages of research (both didactic and non-didactic) whose results are made public must be acknowledged in the name of professional honesty, recognition and appreciation.

(4) Disinformation, slander, the public disparagement of University programs and members is forbidden.

(5) All forms of intellectual fraud are forbidden:

- a. full or partial plagiarism, including claiming authorship of scientific and technological ideas, methods, procedures and results, the results of scientific research conducted by another, regardless of how these were obtained, as well as the full or partial copy of a text drafted by another author without indicating the source and instead presenting it as one's own. The use of short phrases or definitions considered to be basic to the respective specialty is not considered plagiarism.
- b. cheating in exams or competitions;
- c. "fabricating" requested results / reports, including the making up of data in a research or experiment, the intentional alteration of data in a research or experiment, the citation of fictitious papers, the submission of the same paper in several exams (self-plagiarism);
- d. falsifying research by manipulating materials and equipments or omitting data so that the results are made to comply with the intentions of the researcher;
- e. selectively reporting those results which favor the researcher's position, while intentionally leaving out those which may undermine foregone conclusions;
- f. intentionally misinterpreting research results in order to prove a preferred theory;
- g. gift authoring or enlisting one as author to a paper, so that the real author pays a personal or professional favor to the beneficiary of the gift authoring;
- h. honorary authoring or enlisting one as author simply as a sign of gratitude, without any actual contributions to the paper in question;
- i. prestige authoring or using the name of someone of importance in the field in order to make the paper easier to publish, but without any contributions to the manuscript by the person of importance;
- j. ghost-authoring when someone contributes to the publication of results following the trial for validating a new drug, commissioned by a company, even if the author in question contributed nothing to the experiment itself;
- k. switching papers or the identity of the people being examined ;
- l. using papers taken from colleagues ;
- m. corruption attempts at fraud, offering money, gifts or personal favors to members of the academic community in circumstances when accepting the gifts or favors explicitly or implicitly entails providing a service included in the job description and which the other is already entitled to receiving;
- n. influencing the process of evaluation, employment or promotion.

### **Art. 17. Transparency**

(1) The "Grigore T. Popa" University of Medicine and Pharmacy Iași observes the principle of transparency for all categories of information, activities and resources which interest the members of the academic community, potential candidates, graduates, partner institutions and the public at large, as it strives to ensure consistent and accurate informing withing the limits of the law (and/or contractual obligations in place).

- (2) Transparency is ensured for all the activities related to admission, evaluation, employment, promotion and the use of university resources. All information is made public on the University webpage.
- (3) The University forbids the concealing, falsifying or altering information to which its members and the public are entitled to have access to.
- (4) The following are not for public disclosure:
  - a) classified information;
  - b) personal information;
  - c) information legally deemed confidential.
- (5) Students have the right to access information about evaluation criteria in exams as early as the beginning of each course (seminar, laboratory work etc.), as well as the right to explanation regarding the grades.
- (6) Full and timely disclosure of information is encouraged in the case of study and research programs, competitions and opportunities, so that each member of the University may make and carry out informed decisions regarding their own academic and professional careers.
- (7) The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to decisional transparency in managerial and administrative matters by communicating fully, timely and openly the decisions and subsequent arguments to all the members of the academic community. All the decisions made by the University management must exclusively serve the legitimate interests of the institution and all the academic community in the spirit of the liberties, constraints and directions provisioned by the Law.

#### **Art. 18. Respect și toleranță**

- (1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași promotes the existence of an academic and residential community within which there is respect for the dignity of each individual and an environment free of any manifestation or form of harassment, exploitation, humiliation, contempt, blackmail, threat or intimidation.
- (2) The University subscribes to tolerance towards differences among people, opinions, faiths and intellectual preferences.
- (3) Misogynistic, racist, chauvinist, xenophobic, homophobic and sexual harassment behaviors are forbidden.
- (4) The students must respect the authority of the didactic, research and non-didactic staff, as well as the authority of the management at University and Faculty level.
- (5) The “Grigore T. Popa” University of Medicine and Pharmacy Iași forbids behaviors which undermine the dignity of an individual or a group, as well as behaviors which create an intimidating, hostile, degrading, humiliating or offensive atmosphere targeting an individual or a group.
- (6) In the spirit of respect of multiculturalism and diversity, offensive caricatures or graphic representations of recognized religions are forbidden on all the University premises and in all the activities carried out by the members of the academic community on the University premises or in relation with the University. Such are:
  - a) offensive or blasphemous representations of the cross and iconographic imagery;
  - b) offensive or blasphemous representations of the Star of David;

- c) any form of graphic representations of the Prophet Mahommed;
- d) any form of graphic representation meant to offend symbols considered sacred and respect worthy by the religions officially recognised by the Romanian State.

#### **Art. 19. Professional responsibility**

(1) Every member of the academic community takes on his/her share of responsibility regarding the quality of the educational process.

#### **Art. 20. Beneficence and care**

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași views beneficence and care as desirable. Therefore, the University encourages the appreciation and recognition of the worthy, empathy, compassion, the support of those in need, amiability, politeness, altruism, understanding, solidarity, solicitude, promptitude and optimism towards all the members of the academic community.

(2) Behaviors indicative of envy, cynism, vanity, lack of amiability, disinterest are undesirable.

(3) The “Grigore T. Popa” University of Medicine and Pharmacy Iași fosters and promotes opportunities for developing communication and active listening skills.

#### **Art. 21. Loyalty**

(1) Loyalty towards the “Grigore T. Popa” University of Medicine and Pharmacy Iași is an honorable obligation for all the members of the academic community.

(2) Disloyal competition is an attitude which the “Grigore T. Popa” University of Medicine and Pharmacy Iași firmly condemns. Therefore, seeking employment for didactic activities at other universities may only be done with the approval of the University Senate, according to the University Charter.

(3) The members of the academic community at the “Grigore T. Popa” University of Medicine and Pharmacy Iași have the duty to loyally defend the University prestige, avoiding any occurrence which may jeopardize it or the interests of the University.

(4) The following are considered breeches of loyalty:

a) conducting activities aimed to result in losses of material and immaterial assets legally obtained by the University;

b) advising students during classes to abandon the University courses in favor of another educational establishment ;

c) being employed in activities outside the University which the law defines as unfair competition;

d) conducting activities meant to discredit the University or severely undermine its image and prestige;

e) publicly expressing opinions related to the University which do not accurately depict the reality;

f) expressing opinions regarding yet unresolved litigations involving the University, unless formally appointed to do so;

g) disclosing information which is not for public use under circumstances other than those provisioned by the law;

h) disclosing information accessed in the course of duty if the disclosure is meant to

bring undue advantages or to damage the image or rights of the University;  
i) granting assistance and counseling to private or legal persons in order to promote litigations or other actions against the University.

#### **Chapter IV. Ethical Principles in Research**

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**Art. 22.** Research on humans and on animals must observe the provisions of the International Conventions and Declarations which Romania has co-signed.

**Art. 23.** Within research and development, the designated staff and the University members have the following obligations :

- a) to respect the ethics and deontology of research;
- b) to respect the rights to intellectual property and the confidentiality agreed upon with the partners and the sponsors of research;
- c) to not create conflicts of interests or unfair competition in the case of cumulation of activities carried out under legal provision;
- d) to contribute to the training of young researchers and to share their knowledge and research experience;
- h) to engage with science, technology or innovation without violating human rights and liberties.

**Art. 24.** Using human subjects in medical research to pursue medical progress must be a last resort. Such research must be carried out in accordance with existing scientific data, other relevant sources of information and data obtained from research on animals, where possible.

**Art. 25.** In biomedical research there is a duty to promote and protect the life, health, intimacy and dignity of the participating human subjects.

**Art. 26.** In research on human subjects, the welfare of the individual takes precedence over the welfare of society in general and of science.

**Art. 27.** In conducting medical research on human subjects, additional protection must be ensured in the case of vulnerable populations:

- a. People at an economical, medical or social disadvantage;
- b. People who cannot give their consent in order to participate in medical research (under age, people without ability to discern for themselves or who are mentally impaired, people whose condition does not allow them to express their will);
- c. Persoane care sunt susceptibile a-și da consimțământul sub presiune (de exemplu persoane în detenție, militari, persoane aflate într-o relație de subordonare față de investigatorul principal, sau în orice relație care ar putea afecta procedura de consimțământ informat);

**Art. 28.** The main goal of medical research on human subjects is to improve the

preventative, diagnostic and therapeutic methods and to better understand the causes and mechanisms of diseases.

**Art. 29.** No research may be undertaken on a human subject unless all the following conditions are met:

- a. there is no, equally efficient alternative method to research on human subjects;
- b. the risks to which the human subject is exposed are not disproportionate in comparison with the potential benefits of the research;
- c. the research project is approved by the competent body after independently assessing its scientific pertinence, evaluating the importance of the research objective and conducting a pluridisciplinary examination of its ethical acceptability;
- d. the human subjects are informed with regard to their rights, the risks, the benefits and the measures to protect against and combat potential adverse effects and events, and offer their consent for participating in the research.

**Art. 30.** The Research Ethics Committee evaluating the project must be informed with regard to the research proceedings and has the right to monitor ongoing research activities.

**Art. 31.**

- a. Research which does not pursue any therapeutic goals is ethically acceptable if it does not expose the participating subjects to any risks higher than the minimal risk.
- b. In biomedical research, minimal risk is considered the risk associated to a routine venous puncture.
- c. Researchers in charge of the project have the obligation to cease the research in case the subject's health becomes at risk or if the subject requests to withdraw from the study.

**Art. 32.** In the case of minors, consent will be obtained from their family or legal representatives, but the minor's own consent is also necessary.

**Art. 33.** In the case of people who are incompetent or incapable of expressing volition, consent will be obtained from their family or legal representatives.

**Art. 34.** Researchers must take every precaution in order to protect the intimacy of subjects participating in research and the confidentiality of information about them.

**Art. 35.** The above mentioned ethical rules also apply for epidemiological studies and screening activities.

**Art. 36.** The use of placebo in medical research is permitted only when the patients receiving the placebo are not exposed to additional risks and when the research received prior approval from a scientific committee and an ethics committee.

**Art. 37.** Proper conduct in research entails preserving the national environment and restoring the ecological balance, thus ensuring their protection against potential aggressions due to science and technology.

**Art. 38.** Research and development staff and teaching staff carrying out their activities within research and development structures at the “Grigore T. Popa” University of Medicine and Pharmacy Iași benefit from the right to refuse based on moral and ethical grounds to participate in scientific research which has a negative impact on humans and the natural environment.

**Art. 39.** In writing and publishing research, the following ethical norms must be observed:

- a) Only the individuals who have effectively contributed to the paper or who can prove that they have made essential contributions to the study can be accepted and mentioned as paper authors.
- b) The source of an idea, a choice of words, a result of previous research, whether published or not, must be acknowledged. This rule also concerns any elements taken from any kind of text authored by other collaborators, students, master students and subsequently used in one’s own research.
- c) There must be explicit acknowledgment of each person who contributed significantly to a research activity. In case the contribution consisted only in supervising or counseling, formal acknowledgment is not necessary. In such cases, including a word of gratitude is recommended.
- d) The destination of the finances granted to a research project must be rigorously observed. Financing sources shall be mentioned in the publications reporting on the research results.
- e) The special ethical norms regarding research on human subjects or experiments on animals and any other relevant research ethics must be observed.

**Art. 40.** Proper conduct in research excludes:

- a) withholding or removing unwanted results;
- b) fabricating results;
- c) replacing the results with fictitious data;
- d) deliberately interpreting the results in a distorted way and altering the conclusions;
- e) plagiarizing the results or publications of other authors;
- f) deliberately presenting the results of other researchers in a distorted way;
- g) misattributing a paper’s authorship;
- h) providing false information in grant or financing applications;
- i) not disclosing any conflicts of interests;
- j) misappropriating research funds;
- k) failing to input and/or store results, as well as erroneous input and/or storage of results;
- l) failing to inform the research team prior to beginning the project regarding : remuneration rights, obligations, co-authorship, rights over research results, financing sources and associations ;
- m) lack of objectivity in evaluations and breaches of confidentiality provisions;
- n) repeatedly publishing or funding the same results as scientific novelty.

## **Chapter V. Application and sanctions**

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### **Art. 41.**

Proper conduct norms in research and development include:

- a) norms of proper conduct in scientific activity;
- b) norms of proper conduct in scientific communication, publication, dissemination and popularization, including as part of project applications competing for public funding;
- c) norms of proper conduct in the institutional evaluation and monitoring of research and development, as well as in the evaluation and monitoring of research and development projects enlisted in the Research, Development and Innovation National Plan, and in the evaluation of individuals for the purpose of awarding titles, positions, prizes, distinctions, raises, accreditations or certifications for research and development;
- d) norms of proper conduct in the management of research and development;

### **Art. 42.**

(1) Violations of the norms of proper conduct in scientific activity, as long as they are not offenses according to criminal law, include the following:

- a) fabricating results or data and presenting these as experimental data, or as data obtained by means of mathematical calculations and computer simulations, or as data/results obtained through analytical processing or deductive reasoning;
- b) falsifying experimental data, data from calculations or computer simulations, data or results from analytical processing or deductive reasoning;
- c) deliberately impeding or sabotaging of others' research and development work, including by blocking access to research and development facilities without justification, damaging, destroying or manipulating experimental equipment, equipment in general, documents, computer programs, electronic data, organic and inorganic substances or living tissues necessary for others carrying out or finalizing their research and development work.

(2) Violations of the norms of proper conduct in scientific communication, publication, dissemination and popularization, including as part of project applications competing for public funding, and as long as they are not offenses according to criminal law, include the following:

- a) plagiarism;
- b) self-plagiarism;
- c) including among the authors of a scientific publication one or more co-authors who have not significantly contributed to the respective publication, or the exclusion or co-authors who have made a significant contribution to it;
- d) including someone among the authors of a scientific publication without first having their

permission;

e) unauthorized publication or dissemination by the authors of unpublished scientific results, hypotheses or methods;

f) providing false information in grant or funding applications, in individual application files for habilitation/PhD supervision, university teaching positions or research and development positions.

(3) Violations of the norms of proper conduct in the institutional evaluation and monitoring of research and development, as well as in the evaluation and monitoring of research and development projects enlisted in the Research, Development and Innovation National Plan, and in the evaluation of individuals for the purpose of awarding titles, positions, prizes, distinctions, raises, accreditations or certifications for research and development, as long as they are not offenses according to criminal law, include the following:

a) failing to disclose conflicts of interests in performing evaluations or participating in evaluations;

b) breaching confidentiality in evaluation;

c) discriminating, in evaluations, based on age, ethnicity, gender, social origin, political or religious orientation, sexual orientation or other, except affirmative measures already provisioned by the law.

(4) Violations of the norms of proper conduct in the management of research and development, as long as they are not offenses according to criminal law, include the following:

a) abusing authority in order to be granted authorship or co-authorship in the publications of subordinates;

b) abusing authority in order to obtain a salary, remuneration or other material benefits from the research and development projects managed or coordinated by subordinates;

c) abusing authority in order to be granted authorship or co-authorship in the publications of subordinates, or to obtain a salary, remuneration or other material benefits for the spouse, in-laws or relatives up to and including 3rd degree kinship;

d) abusing authority in order to unjustifiably impose one's own theories, concepts or results upon subordinates;

e) obstructing the proceedings of an ethics committee, an analysis committee, or of the National Ethics Council undertaking the analysis of proper conduct violations in subordinate research and development work;

f) failing to observe the legal provisions and procedures concerning the norms for proper conduct in research and development as outlined in Law 206/2007, Law 1/2011 and the University Charter.

#### **Art. 43.**

The following situations may also result in ethics charges for violating the norms for proper conduct in research and development by association:

- a) active participation in others' violations;
- b) knowing about others' violations and failing to notify the ethics committee or the National Ethics Council;
- c) co-authoring publications which contain falsified or fabricated data;
- d) failing to observe the legal and contractual obligations, including related to a mandate contract or funding contract, in managing or coordinating research and development activities.

#### **Art. 44.**

- (1) The following are **violations of proper** academic conduct:
- a) for students: offending a member of the teaching staff in any of the ways described at letters e and f, attempting to cheat in an exam, including the attempt to substitute identities, attempt to bribe a member of the teaching staff, offering bribe / undue benefits to a member of the teaching staff in order to facilitate academic achievement.
  - b) denigrating remarks aimed at any member of the academic community, teaching staff, management, students, residents regarding their physical appearance, intellectual capacity or moral standing;
  - c) unjustified, repeated absence of a teacher from their classes;
  - d) serious or repeated offending statements damaging the image of colleagues from the academic community, regardless of how such statements are made public;
  - e) repeated public defamation of the University;
  - f) any kind of conditioning in an exam;
  - g) conditioning access to a right to which the students or subordinate colleagues are entitled to;
  - h) physical or verbal aggression towards a member of the academic community;
  - i) demonstrated fraud in an exam (e.g.: substituting identities, cheating through conventional or electronic methods etc.).
  - j) denigrating remarks aimed at students, including those referring to religious affiliation, ethnicity or minority sexual orientation.

#### **Art. 45.**

(1) The norms outlined in the present Code of Ethics are enforced by the Ethics Committee.

(2) The structure and membership of the University Ethics Committee is proposed by the University Executive Council, overseen by the University Seante and approved by the Rector. The members of the Committee are people who enjoy professional recognition and demonstrate moral probity. The following cannot be part of the university Ethics Committee : the individuals occupying the positions of Rector, Vice-Rector, Dean, Vice-Dean, General Director, Head of Department or of research and development unit, design unit or microproduction unit.

(3) The University Ethics Committee is tasked with the following:

- a. analysis and resolution of university ethics violations, based on notifications or taking notice out of its own initiative, according to the Code of university ethics;
- b. annual reporting on how university ethics and research ethics are being observed, with the report being presented to the Rector, the University Senate and to the general public;
- c. contributions to drafting the Code of university ethics and deontology, to be submitted to the University Senate for approval and inclusion in the University Charter;
- d. the tasks outlined by Law 206/2004, with subsequent changes and additions;
- e. other tasks specified in the University Charter and in accordance with the law.

**Art. 46.** The rulings of the University Ethics Committee are overseen by the legal counsellor of the University. The legal responsibility for the rulings and the activity of the University Ethics Committee lies with the University.

**Art. 47.**

(1) Any person from within or outside the University may notify the University Ethics Committee regarding ethics violations by members of the academic community.

(2) The University Ethics Committee maintains confidential the identity of the notifier.

**Art. 48.** Upon notification, the University Ethics Committee proceeds according to Law 206/2004 and the Regulations of the Ethics Committee, including subsequent changes and additions. The Committee replies to the notifier within 30 days from when the notification was received and communicates the results of the procedures, once completed.

**Art. 49.**

(1) Notifications/Complaints may come from any person who is a member of the academic community or not, as long as the person being the subject of the notification/complaint is a member of the University.

(2) The Ethics Committee may initiate its own enquiries.

**Art. 50.** The rights of the plaintiff and of the accused:

- a. to benefit from confidentiality;
- b. to be assisted by another person in the hearings conducted by the enquiring team;
- c. to know the membership of the enquiring team in the eventuality of a thoroughly motivated recusal;
- d. to know the contents of the final report once overseen by the legal counsellor;
- e. to appeal the ruling of the Ethics Committee and the decisions of the University management. The appeal is addressed to the Senate, which becomes the deciding body.

**Art. 51.** The sanctions which may be enforced (one or several) upon the didactic and research staff and upon the auxilliary didactic and research staff by the University Ethics Committee for violating university ethics or for violating the norms of proper conduct in scientific research are the following:

- a) written warning ;
- b) withdrawal and/or amendment of all papers published in violation of proper conduct

norms;

- c) deduction of the base or cumulated salary, depending on whether or not the person holds additional managerial, counseling and control positions;
- d) suspension, for a determinate period of time (between 1 and 10 years), of the right to compete for a superior teaching position or a managerial position, a counseling and control position, or for membership in PhD, master or license graduation committee;
- e) being released from the academic managerial position;
- f) disciplinary termination of the work contract in compliance with the provisions of the Code of Labour.

**Art. 52.** The sanctions which may be enforced by the University Ethics Committee upon students, master students and PhD students for violations of the university ethics are the following:

- a) written warning;
- b) suspending the right to scholarship for a variable period of time (from 1 month to 1 year) depending on the severity of the deed;
- c) suspending the right to being examined in 2 (two) consecutive sessions of exams;
- d) expulsion.

**Art. 53.** The following violations, if proven, result in expulsion:

- a. physical aggression towards a member of the teaching staff, the auxiliary teaching staff or a member of the administrative staff if the event was related to the didactic or administrative activity;
- b. giving and receiving bribe for exam results or for fraudulent access to exam subject prior to the scheduled time of the exam;
- c. provoking serious ethnic or religious conflict by acts which are culturally offensive or refer to people being in an ethnic, cultural or religious minority;
- d. cheating in exams by means of any kind of electronic devices, cheating methods and ways of deceiving the envidiators, substituting identities, substituting papers, making duplicates etc.

**Art. 54.** Persons proven to have violated the norms of proper conduct in scientific research and university activity, as according to the law, are forbidden from holding teaching and research positions. The competition for a teaching or research position is annulled and the work contract is rightfully terminated regardless of when the person who was granted the position is proven to have severely violated the norms of proper conduct in scientific research and university activity.

## **Chapter VI – Final Dispositions**

**Art. 55.** In the individual work / study contract a stipulation shall be added according to which the employee / student attests to being aware of the provisions of the Code of ethics and deontology and commits, under signature, to observe these provisions.

**Art. 56.** The provisions of the present Code of ethics and deontology are completed by Law 1/2011- The Law of National Education and Legii 206/2004 concerning proper conduct in

scientific research, technological development and innovation.

**Art. 57.** The present Code of ethics and deontology takes effect upon its approval by the University Senate and becomes an integral part of the University Charter.