

# THE NATIONAL UNIVERSITY OF ARTS

## THE CODE OF ACADEMIC ETHICS AND PROFESSIONAL DEONTOLOGY 2011

### Chapter I

#### 1. Objectives

The present Code aims to guide the professional conduct of all the members of the academic community, within the university and in their interactions with it.

The Code of Ethics serves as a moral contract between the members of the academic community and the academic community as a whole, leading to the cohesion of its members, to the establishment of a cooperation- and competition-based environment, to the rise of the prestige of the National University of Arts.

No provision of the present Code should be regarded as an abridgement of rights expressly guaranteed by law or by the collective employment contract.

The members of the academic community and the students must comply with the professional codes of ethics, the Law on Education, the Labor Code and with all other provisions which regulate the academic and research activities.

### Chapter II

#### 2. General Principles

The National University of Arts in Bucharest is an institution whose goals, valid for each of its members, include professional development and affirmation, the evolution of knowledge and of research in compliance with the rule of law and with human rights. The University respects the dignity of each of its members and promotes academic integrity. Its members are committed to the democratic development and prosperity of the society. The values and principles we particularly promote and specifically seek to implement are the following: **academic freedom, personal autonomy, justice and equity, merit, professionalism and competence, integrity,**

**transparency, respect and tolerance, collegial behavior, loyalty, goodwill and solicitude, accountability, transparent decision-making and public liability, the prevention of incompatibility situations and of conflicts of interest.**

### **3. Academic Freedom**

Academic freedom ensures the right of each member of the university to openly express his / her scientific and professional beliefs during courses, seminars, conferences, debates, but also in the works publicly defended or published.

Any member of the university may freely express his / her professional beliefs, within or without the university, without being censored. Critical approach, intellectual partnership and collaboration are encouraged, irrespective of the persons' political or religious views.

Academic freedom involves, at the same time, compliance with other persons' academic freedom in all its components.

Scientific objectivity prevails over any individual or group pressures.

Academic freedom will be preserved, including in cases in which the funding of activities comes from extra-budgetary or private sources.

Academic freedom can be limited only under the law. Manipulation, indoctrination and dogmatic education are forbidden within the premises of the university and, by extension, so are the violation of rights of the students, of the teaching and research personnel, and the limitation of freedom of thought and cultural-scientific education.

The members of the academic community are free to select and debate relevant topics, to critically examine values, norms and social practices within the spirit of intellectual honesty and responsibility in order to generate and disseminate knowledge.

The distortion of the scientific content of courses, the fabrication of research results depending on the affiliation to political, religious, economic groups are sanctioned.

The following fall outside the boundaries of academic freedom and the academic environment:

- a) political propaganda within the university or in relation to its activities;

- b) religious proselytism;
- c) the promotion of racist, xenophobic, nationalistic, fascist or communist doctrines or ideas;
- d) the defamation of the university by the members of the academic community;
- e) personal attacks or defamatory statements about other members of the academic community.

#### **4. Personal Autonomy**

The National University of Arts in Bucharest promotes a favorable environment for personal autonomy. To this end, we guarantee informed agreement on programs, competitions, study and research opportunities and we ensure that each university member makes decisions regarding his / her own academic and professional career.

The members of the university personnel who have access to documents and data must keep the confidentiality and privacy of such information and protect the persons who do not wish for it to become public. The breach of confidentiality is sanctioned. The teaching and administrative personnel must respect the confidentiality of the students' private lives and will divulge information only when authorized by the Dean's or Rector's offices and only for good reasons. These provisions are also applicable with respect to the marital status, sexual orientation or disabilities, residence, political or religious affiliation, a.s.o.

#### **5. Justice and Equity**

The members of the National University of Arts in Bucharest will be treated fairly, correctly and equitably.

The following fall outside the academic principles:

- a) direct or indirect discrimination or exploitation; the academic community upholds the belief that justice is based on the correct and equitable distribution of power and on the prevention of power abuse.

- b) 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, ethnicity, religion, social class, financial status or background.
- c) the members of the academic community must promote non-discrimination and equal opportunities regarding access to study, employment and programs, in order to prevent conflicts of interest, corruption, preferential treatment and nepotism.
- d) no woman can be disadvantaged on account of her pregnancy, for having a child in her care, for being a single mother, for being unmarried or divorced.
- e) the members of the academic community will avoid and eliminate conflicts of interest which may arise from the intersection of several types of relations or positions, prone to affect the correctness of judgment or evaluations, as well as the objectivity of the university members' activities.
- f) any financial or commercial relation, be it direct or mediated by specialized legal persons in the academic community, by other employees or students and their families, will be established only in the service of the university and with its agreement. Any financial investment activity of the above-mentioned persons, for purposes in which the university appears as an individual or collective investor, is forbidden.
- g) the entire academic community, the employees and students have the moral obligation to inform the Rector about any situation or phenomenon of individual or institutional corruption concerning the activities within the National University of Arts.
- h) the National University of Arts in Bucharest takes firm measures against discrimination and for equal opportunities concerning access to study, employments and programs, in order to eliminate conflicts of interest, to prevent and eliminate any form of corruption, preferential treatment and nepotism.

The following situations are considered serious forms of corruption and consequently forbidden:

- a) trading in any kind of exams (admissions, graduation, regular exams, doctoral);

- b) selling, buying or substituting written papers, projects, a.s.o. in exchange for money, goods or services;
- c) the teaching personnel demanding money or gifts, as well as any bribe or bribe attempt and any other type of incentives;
- d) collecting funds from students for gifts or for covering the cost of meals and drinks for the teaching personnel during the Bachelor's evaluations, graduation examinations and evaluation of dissertations, of doctoral papers, a.s.o.;
- e) demanding any type of personal services from persons who are (about to be) evaluated, employed or promoted, as well as offering such services in exchange for goodwill;
- f) offering educational and / or administrative services covered by the respective person's work duties, as a member of the higher education institution;
- g) preferential treatment in evaluation, employment or promotion, in the distribution of teaching or administrative responsibilities.

Preferential treatment should not be mistaken for competence-based preference.

The employees of the National University of Arts in Bucharest, as well as any other persons involved in an educational relationship with the university, are forbidden to manage, employ or use for personal purposes or in the interest of other natural or legal persons the university's assets or data bases.

## **6. Merit**

The National University of Arts in Bucharest guarantees the recognition, encouragement and reward of personal and group merits conducive 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, creativity and talent, efficiency and performance.

As for the students, merit is established on the basis of evaluation criteria of their performance during courses, seminars and workshops, professional competitions, Bachelor's and Master's dissertations, their involvement in organizational life, civic actions, a.s.o.

With respect to the teaching and research personnel, merit is established based on: the involvement in the development of knowledge and the democratization of society, the prestige brought to the institution and to his / her specialization, the quality and currentness of courses, seminars, practical or artistic works, guiding activities for students, the quality of scientific publications, obtaining individual and institutional development and research grants, the involvement in faculty development, students' evaluation, study programs, the manner of dealing with students' problems, the attitude towards personal development, a.s.o

As for the auxiliary teaching and administrative personnel, merit is established depending on the degree, complexity and quality of work duties in the job descriptions.

With respect to the leadership personnel, the merit criteria are particularly based on the efficient management of resources, the establishment and maintaining of high professional and moral standards in the institution, the rigorous implementation of institutional legal provisions and ethical norms, the evaluation of the students' representatives, of subordinate personnel, of superior leadership, a.s.o.

## **7. Competence and Professionalism**

The University encourages the establishment of an environment fit for competence, professionalism and competitiveness. It supports the development of high-standard academic programs, conducive to knowledge development, the training of high-performance specialists and the rise of research prestige.

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

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

Any member of the teaching personnel must master the subject which s/he teaches, making sure that 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.

Professional disagreements among members of the teaching personnel should not affect the students' training and results.

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 or laboratories, to holding the established office hours, to guiding the students' drafting of papers (projects, graduation papers or dissertations), to grading and communicating the results or grades in due time.

Pedagogically speaking, competence involves the selection of the most adequate treatment of each topic in the course description, the communication of the course's objectives, the selection of proper evaluation methods in accordance with these objectives.

Adapting one's teaching style to the needs and the level of the course is likewise important.

The following represent violations of the principles of competence and professionalism:

- a) assigning the courses, seminars or workshops 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 professor's view point or refusing to take into account, despite persuasive arguments, other points of view on the same matter;
- e) not granting the student the opportunity to train for acquiring the competences requested for the course and assessed during the final examination.

## **8. Integrity**

The integrity of the members of the academic community is essential for the optimal carrying out of teaching and research activities. Each member of the academic community must avoid any situations susceptible of generating doubts with regards to his / her integrity, and especially to avoid conflicts of interest.

The conflict of interest arises when the personal interests of a member of the academic community (professor, 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 said duties.

The following are considered violations of integrity within the sphere of professor-student relationships:

- a) demanding or accepting any kind of favors, including sexual favors;
- b) demanding or accepting gifts or other material goods.

In the scientific research activity, integrity involves:

- a) accepting and acknowledging as authors of a work only the persons who effectively contributed to its accomplishment;
- b) acknowledging the source of an idea, expression, result of previous research, whether published or not. The same rule applies to elements taken from students' or doctoral candidates' written work and subsequently used by a professor in his / her own research;



- c) the explicit acknowledgment of the contribution of each person who contributed to the research activity. Should the contribution be represented only by supervising or counseling, a formal acknowledgment is not necessary. However, in these cases it is recommended that an appreciation formula be included.
- d) the strict compliance with the target of funding in a research project. The funding sources for research will be mentioned in the publications resulted from the research activities;

The following are considered violations of research ethics:

- a) plagiarizing the results or publications of other authors;
- b) failure to acknowledge, either as author or as source, the contribution of third parties to the drafting of a work;
- c) including false information in submissions for grants or funding;
- d) fabrication of results or substitution of results with false data;
- e) forcing the authors of a work to attribute authorship to people who did not participate in the creation process of the respective work;
- f) guiding the activities of students in Bachelor's, Master's or doctoral studies so as to obtain personal advantages. This is the case of professors who impose one or several research topics which will be used for personal research projects, for the organization of conferences or the drafting of articles, or will be capitalized on to personal ends.

In the administrative activity, integrity involves:

- a) the correct carrying out of all selection, election or appointment procedures for the personnel who take on administrative responsibilities. It is forbidden to receive, accept, demand or offer money, goods or any other favors in exchange for support concerning the filling of administrative positions;

- b) the fulfillment in good faith and in the university's interest of administrative responsibilities. Taking advantage of one's administrative position in order to gain personal benefits of any kind represents a violation of the integrity principle;
- c) in cases of transfer of administrative responsibility, the former administrator provides the new administrator with all the updated tools, information and elements necessary to the takeover of responsibilities;
- d) should a person, for any reason, be unable to fulfill his/ her administrative duties, that person must duly inform the superiors.

In any situation of conflict of interest, the relevant person must notify, preferably in writing, his / her superior about the conflict of interest and must refrain from taking any decisions which might point to a personal interest.

## **9. Transparency**

The National University of Arts in Bucharest complies with the principle of transparency regarding all categories of information 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. We thus facilitate equal opportunities in competition and ensure equal access to academic resources. The National University of Arts in Bucharest forbids the hiding, fabrication or misrepresentation of information to which its members and the public are entitled to have access.

## **10. Respect and Tolerance**

The National University of Arts in Bucharest promotes the establishment of an academic and residential community within which the dignity of each member is respected.

### **Types of unacceptable behavior in the professor-student relationship:**

Failure to fulfill teaching duties includes:

- a) arbitrary refusal to exhibit an adequate professional teaching behavior;
- b) violation of behavior rules during courses, during the rest of the program and / or failure to comply with the schedule of student activities;
- c) evaluation of students by other criteria than performance standards;
- d) unjustified delays in the evaluation of students and the communication of results;
- e) discrimination, including harassment, of students on political grounds or based on race, religion, gender, sexual orientation, nationality, marital status, disability and / or medical condition, age, citizenship or for other arbitrary or subjective reasons;
- f) using one's position or abusing one's authority to influence the judgment or conscience of students for arbitrary or personal reasons. The National University of Arts in Bucharest values tolerance concerning the differences between people, ideas, beliefs and intellectual preferences.

### **The following are forbidden within educational areas, dormitories, offices:**

- a) the destruction, arson, carrying out of unauthorized works or other alterations brought to the buildings, installations, gear, laboratory equipment, creation workshops;
- b) consumption of alcohol or psychotropic substances;
- c) the organization of games of chance and / or bets;
- d) organized or sporadic sexual intercourses, as well as ownership of pornographic materials.

## 11. Collegial Behavior

The activity in the academic community involves the collaboration of its members, in an environment based on collegial behavior and mutual respect.

The collegial behavior involves:

- a) respect and courtesy for each member of the academic community. The violation of this duty does not justify a similar response;
- b) the duty to assist one another as members of the academic community, materialized in collegial substitution, support in the teaching or administrative activity, cooperation in good faith within projects which involve the participation of several people;
- c) mutual respect for linguistic, religious, social differences among the members of the academic community;
- d) understanding, respect and support for persons with special needs;
- e) the duty to preserve the confidentiality of data and information communicated by a member of the academic community to another, in private. As for the academic situation of a student, the duty to preserve confidentiality operates within the limits established through the Senate's decision, under the Law regarding the protection of personal data.

The following represent violations of the principle of collegial behavior:

- a) discrimination or harassment based on gender, ethnicity or for any other reason, the use of physical or psychological violence, offensive language or abuse of authority directed at a member of the academic community, irrespective of his / her position within the university (student, professor, member of the leadership or administrative personnel);
- b) the promotion or tolerance of behaviors such as those mentioned above by the leadership of faculties, departments or administrative compartments;
- c) the unjust discrediting of a colleague's ideas, research hypotheses or results;

- d) making comments about the professional training, moral standing or other aspects related to the private life of a colleague in front of the students;
- e) advising students not to enroll in a colleague's course out of antipathy for the latter;
- f) repeated or ungrounded complaints regarding a colleague;
- g) using and revealing in one's teaching or research activity confidential information about a colleague (personal data, lived experiences, a.s.o.)
- h) discussing with other students the academic, social, medical condition of a student.

With respect to students' examination, collegial behavior involves the previous detailed notification of students about the objectives and requirements of the course, about the evaluation methods and periods.

## **12. Loyalty**

Loyalty towards the University involves the duty of each member of the academic community to act in the interest of the university, to support its objectives, strategies and policies, in order to accomplish its mission and increase its competitiveness.

The following represent violations of the loyalty duty:

- a) carrying out activities prone to generate the loss of patrimonial or non-patrimonial rights legally obtained by the university;
- b) carrying out, in other universities or institutions, teaching or research activities which compete with those organized by the University;
- c) advising students, during teaching activities, to abandon the courses of the University in favor of another academic institution;

- d) carrying out activities outside the University which affect significantly the time dedicated to teaching and research duties within the university;
- e) carrying out actions meant to discredit the University or seriously affect its image and prestige;

### **13. Goodwill and Care**

The National University of Arts in Bucharest 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, support for those in need, courtesy, politeness, altruism, understanding, solidarity, consideration, promptitude and optimism for all the members of the academic community. At the same time, envy, cynicism, vanity, lack of courtesy and interest are discouraged and considered undesirable.

The National University of Arts in Bucharest is grateful to all those who, in conditions of force majeure or other calamities, are willing to self-sacrifice.

### **14. Accountability**

Each member of the academic community is accountable for complying with the provisions of the present Code.

One's position as a member of the academic community implies that one should take responsibility for his / her actions or failure to act.

Failure to comply with the provisions of the present Code results in sanctions on disciplinary grounds under the Law 1/2011, under the Labor Code and in compliance with the internal regulations of the University.

## Chapter III

### 15. Incompatibilities and Conflicts of Interest

Incompatibility refers to the interdiction of having direct hierarchical relations between the teaching, research and auxiliary personnel in leadership positions and their spouses, in-laws or relatives up to the third degree.

- a) The conflict of interest refers to a concrete or apparent situation in which a member of the teaching, research or auxiliary teaching personnel or a company to which the relevant member is an associate or shareholder, has personal or patrimonial interests contrary or disloyal to the university, of a nature to negatively influence the objective carrying out of the duties required by his / her position or to influence the vote within collegial leadership bodies.
- b) The teaching, research and auxiliary teaching personnel in leadership positions or who fill positions within a collegial leadership body and are elected for another leadership position, must choose one of the two positions within 30 days.
- c) Former tenured personnel who lost their tenure in the university, irrespective of the grounds therefor, cannot run for the elections for leadership positions.
- d) The tenured teaching, research and auxiliary teaching personnel are in a conflict of interest if involved in one of the following situations regarding natural or legal persons with whom s/he has patrimonial relations:
- e) S/he participates in the same commission or collegial leadership body under the law with other members of the teaching, research or auxiliary teaching personnel who are his / her spouse, in-laws or relatives up to the third degree;
- f) His / her patrimonial interests, or the patrimonial interests of his / her spouse, in-laws or relatives up to the third degree may influence his / her decisions in the carrying out of his / her duties;
- g) S/he owns company shares and these private legal persons organize educational or continuous training activities or other activities related to the field of education;
- h) S/he carries out activities which involve an unethical and unprofessional behavior or prejudice the image of the university through institutional destructuring propaganda,

disinformation campaigns in the media or other activities which may have an impact on the mission of the university;

- i) S/he is the local or national president of a political party;
- j) Should any conflict of interest arise, the teaching, research, auxiliary teaching personnel, in a leadership or executive position, must abstain from solving the request or participating in decision-making and must notify immediately the direct superior or inform the president of the collegial leadership body about his or her abstention;
- k) Any person may denounce situations of incompatibility or conflicts of interest;
- l) Persons who are in one of the above-mentioned situations of incompatibility or conflict of interest have 10 days to extricate themselves from this legal situation;
- m) The Rector and the Senate are publicly accountable for solving the situations of incompatibility or conflict of interest;
- n) For an individual's failure to comply with the provisions concerning the situations of incompatibility or conflict of interest, that person is ethically and administratively liable.
- o) During the period in which the potential conflict of interest is debated, the relevant person does not participate in the debates;
- p) The following cannot fill or run for a leadership position:
  - Persons of the legal retirement age on the date of elections or who meet the retirement conditions during the term;
  - Persons indicted for work-related crimes or against whom the institution formulated a legal complaint;
  - Persons sentenced for an intentional crime with a final court decision to that effect;
  - Persons having collaborated with the political police.



## **Chapter IV**

### **16. Procedural Rules**

- The body in charge with supervising the implementation of the present Code is the Ethics Commission of the National University of Arts which is accountable to the Senate;
- The Ethics Commission is appointed by the Rector with the Senate's approval, and consists of 3 voting members and a secretary;
- The members of the Ethics Commission are members of the teaching personnel whose teaching position is at least equal to that of the person who committed the violation. The following cannot be members of the Ethics Commission: the Rector, the Vice-Rector, the Dean, the Vice-Dean, the General Administrative Director, the Head of Department or the Head of the Research-Development unit.

### **17. The Commission's Duties**

- a) it investigates and solves violations of the academic ethics, based on complaints or upon its own initiative, in conformity with the Code of Academic Ethics and Professional Deontology;
- b) it drafts an annual report regarding the compliance with academic and research ethics which will be submitted to the Rector and the Senate and which represents a public document;
- c) it contributes to the drafting of the Code of Academic Ethics and Professional Deontology, which is submitted to the Senate for approval and inclusion in the university Charter;
- d) it carries out the duties provided for in the Law 206/2004, as subsequently amended.

**18.** The decisions of the Ethics Commission are authorized by the legal advisor of the university. The University is legally accountable for the decisions and activity of the Ethics Commission.

**19.** The Commission may be notified in writing by any natural person or body aware of a violation of the ethics standards by a member of the academic community. The Commission may also refer the matter to itself.

- 20.** The Commission must be notified within 30 days since the violation of the provisions of the present Code.
- 21.** The complaint must indicate explicitly the name of the person who submits it, the name of the person who committed the violation and its nature.
- 22.** Complaints are registered in the university registry.
- 23.** The Commission may decide not to take into account anonymous complaints. Subsequent to a complaint, the Ethics Commission begins the procedures of solving the complaint.
- 24.** The accused will be notified about the complaint in order to provide a written statement about the violations and / or to appear before the Commission. In the notification for the accused, the Commission will state the content of the complaint and the nature of the information requested.
- 25.** The lack of cooperation of the accused will not impede the progress of procedures.
- 26.** In order to establish the nature of violations and the extent to which they constitute transgressions or condemnable acts in compliance with the Code of Academic Ethics and Professional Deontology, the Commission will organize an investigation, among others by interviewing witnesses.
- 27.** The Commission may decide to cite for hearings, on the parties' request or upon its own initiative, any person who has information necessary for solving the complaint and whose identity will be kept confidential upon request.
- 28.** After the gathering of relevant information, the Commission may request separate hearings for each of the parties in order to communicate the information resulted from the investigation, to verify it and to learn what the parties think about it. The hearings take place in a confidential meeting and the members of the Commission are asked to keep the confidentiality of hearings and debates until the drafting of the final report.
- 29.** If it considers it necessary, the Commission may propose the direct confrontation of the parties. The direct confrontation of the parties takes place after the separate hearings and only subsequent to both parties' consent.

**30.** Should the Commission come across a violation of the Code of Ethics, it will submit a final report to both parties, as well as to the bodies entitled to apply the relevant sanctions. Should the Commission consider that the nature of the problem allows for or requires the amiable conciliation between the two parties, and that the violation of the academic ethics is minor (for example, minor negligence, lack of courtesy or politeness, a.s.o.), this solution will be proposed to the two parties.

**31.** The patrimonial accountability of the academic community is established in compliance with labor legislation.

**32.** The penalties which may be applied by the Ethics Commission to the members of the academic community, in conformity with article 318/319 of Law 1/2011 regarding the violation of academic ethics or deviations from good practice are the following:

- a) written notice;
- b) the decrease in the base salary and in the leadership, advising and supervising bonuses;
- c) the suspension, on a limited period, of the right to participate in a competition for a superior teaching, leadership, advising or supervising position, or as member in a doctoral, Master's or Bachelor's examinations commission;
- d) the dismissal from the leadership position in the educational field;
- e) the termination of the employment contract on disciplinary grounds.

**33.** The sanctions which may be applied by the Ethics Commission to students and doctoral students for the violation of academic ethics are the following:

- a) written notice;
- b) expulsion.

**34.** For violations of good practice in scientific research, the Ethics Commission establishes, under the Law 206/2004 as subsequently amended, and in conformity with the Code of Academic Ethics and Professional Deontology, one or several of the above-mentioned sanctions (article 318/319 Law 1/2011).

**35.** The National Council of Ethics in Scientific Research, Technological Development and Innovation analyses the cases concerning the violation of good practice in research and development, based on complaints or upon its own initiative, and issues decisions establishing the guilt or innocence of the relevant persons; should the decisions establish the guilt, they also establish the sanctions which will be applied under the law.

**36.** The decisions of the National Council of Ethics in Scientific Research, Technological Development and Innovation are authorized by the legal department of the Ministry of Education, Research, Youth and Sports. The Ministry of Education, Research, Youth and Sports is legally accountable for the decisions of the National Council of Ethics in Scientific Research, Technological Development and Innovation.

**37.** The confirmed violations of good practice in research and development activities by the personnel in higher education institutions, are sanctioned according to the National Council of Ethics in Scientific Research, Technological Development and Innovation through one or several of the following sanctions:

- a) written notice;
- b) retraction and / or correction of all works published through the violation of good practice rules;
- c) withdrawal of doctoral advisorship or habilitation;
- d) withdrawal of the PhD title;
- e) withdrawal or downgrading of the academic title or research grade;
- f) dismissal from the leadership position in the higher education institution;
- g) the termination of the employment contract on disciplinary grounds;
- h) the interdiction, on a limited period, to access public funds destined to research and development.

**38.** Persons who are confirmed violators under the law of good practice in scientific research and academic activity are forbidden to fill teaching and research positions. The competition for the teaching or research position is rendered null and the employment contract with the university is

terminated, irrespective of the moment when the violation of good practice in scientific research and academic activity was confirmed. The National Council of Ethics in Scientific Research, Technological Development and Innovation confirms the violations, under the law.

**39.** The present Code comes into force on the date of its authorization by the Senate. On the same date, any contrary provisions in other regulations of the university are abrogated.

Voted in the Senate meeting on