



Addendum to Senate Decision no. 28/10.03.2025

Code of Ethics and Professional Conduct

I. Objectives and purpose

Art. 1.

The Code of Ethics expresses the ethical commitment of Babes-Bolyai University as a leading institution devoted to the development and practice of national, European, and universal values, of diversity, and of alterity. The Code of ethics is intended to assist and guide the development of ethical relations in the professional environment involving members of the academic community (students, master's students, doctoral students, teachers and researchers, auxiliary teaching staff, non-teaching staff). The academic community also includes persons who have been conferred the quality of member of the academic community, by decision of the University Senate. The Code of Ethics is also designed to regulate the relations between members of the university community and the external collaborators and their dealings with the community as a whole.

The purpose of this Code is to guide and regulate the conduct of all members of the university community, within and in relation to Babes-Bolyai University. The Code of ethics of Babes-Bolyai University is a tool for shaping the university community according to principles and values aimed at preventing misconduct and violation of the university ethics. The Code of ethics and professional conduct is a benchmark for reviewing the actions of the members of the university community, providing principles for establishing models of behaviour, cohesion and valorisation of the potential of the university community.

The Code of Ethics is based on the provisions of the Higher Education Law No. 199/2023, Government Decision No. 305/2024 on the Framework Code of Ethics and Professional Conduct in Higher Education, the Framework Regulation of 30 September 2024 on the organisation and operation of university ethics committees, approved by Order No. 6869 of 30 September 2024.

The provisions of this Code shall not be construed to restrict the rights expressly conferred by law or by the collective employment contract.

The responsibility and duty to comply with the rules of academic ethics and professional conduct rest with the members of Babes-Bolyai University's academic community, within the scope of the public accountability of educational institutions. The Code is binding on the categories of staff listed in the Higher Education Act No. 199/2023, as amended and supplemented, as well as on other persons who were or are members of the academic community as of the date of enforcement of the above-mentioned law.



II. General Guidelines

Art.2.

The principles governing academic ethics and professional conduct are:

A. The principle of academic freedom

(1) Under Article 266, point 41 of the Addendum to Higher Education Law No. 199/2023, academic freedom refers to the freedom of academic staff and students to engage in research, teaching, learning, and communication both within and with society, without hindrance or fear of retribution.

(2) UBB guarantees academic freedom. This means that everyone in the university community has the right to freely express themselves, both on campus and off campus, about teaching, research, or intellectual creation, as well as any other activities connected to the higher education institution, under the law. Equally, academic freedom means the freedom to learn, teach, and research, all of which imply the freedom to think, question, and share ideas, both on and off campus. Students are guaranteed the right to freely choose their degree programmes and courses, subject to the legal provisions in force and the curricula.

(3) Academic freedom refers to the right of every member of the academic community to freely express their scientific and professional views in courses, seminars, conferences, debates and also in their publications or lectures.

(4) Freedom of research is a prerequisite for successfully undertaking research activity with a view to advancing the frontiers of scientific knowledge for the benefit of humanity. Freedom of research is based on freedom of thought and expression, implying the right of the researcher to identify and choose problem-solving methods according to recognized ethical principles and practices. The limits of freedom of research are conditional on the limits of the fundamental freedoms on which it is based, but also on the specifics of the activity (including supervision/ guidance/ management), or operational constraints (level of budgetary resources, infrastructure, etc.) according to recognized ethical principles and practices.

(5) Academic freedom allows any member of the academic community to freely express their views, within and without the University, without being subject to any censorship, as provided for by the present Code. Critical thinking, intellectual partnership and cooperation are encouraged regardless of political opinions or religious beliefs. The responsible use of academic freedom is encouraged in order to avoid the dissemination of false or manipulative information.



(6) Academic freedom also entails consideration for the academic freedom of others in all its aspects.

(7) Academic freedom and academic space cannot be related to any of the following: a) political propaganda conducted in the University or in relation to the activity of the University or using its infrastructure; b) religious proselytism; c) promoting extremist, racist or xenophobic doctrines or ideas; d) vilification of the University by members of the academic community; e) personal attacks or offensive statements against other members of the academic community.

B. The principle of accountability

The principle of public accountability refers to the requirement for institutions to be transparent and accountable to society, students, and all stakeholders, and is laid out in Article 12 of Law No. 199/2023.

C. The principle of fairness

Justice and fairness are values that our University promotes among its members and in relation to them by firmly rejecting any form of discrimination or exploitation, regardless of whether they are directly expressed or manifested in subtle forms.

D. The principle of non-discrimination and equal opportunities

The following are violations of the principle of non-discrimination and equal opportunities: discrimination or unequal treatment of members of the university community based explicitly or implicitly on extra-professional criteria such as race, gender, ethnicity, religion, minority groups affiliation, political beliefs, personal orientations and preferences, etc. These are serious violations of the equal opportunities rights. At the same time, these extra-professional criteria cannot be used in the university community to cause reverse discrimination.

The University promotes policies of equal opportunities, for all personnel, both in the selection process and in all stages of the career without, however, taking precedence over quality and competence criteria.

E. The principle of transparency

The University guarantees transparency in its activities and decisions, including decision-making processes, and in all categories of information concerning members of the university community, potential candidates, graduates, partner institutions, and the general public.



Students are entitled to free and unrestricted access to information related to their educational path and the services offered by UBB, including information about the curriculum and teaching staff, as well as about the academic community they belong to.

F. The principle of moral and professional integrity

The university is committed to cultivating an environment conducive to competence and competitiveness. Professionalism is a central ethical value. Babeș-Bolyai University supports the development of high-standard academic programmes conducive to the advancement of knowledge, the training of top specialists and increasing prestige in research.

The University supports and rewards scientific, professional, pedagogical, managerial, and administrative excellence, collegial solidarity and competitive loyalty, acknowledges and rewards the professionalism of teachers and researchers who are dedicated to their profession and field of activity, while committing to the moral duty of providing the best possible training for students.

Every member of the university community is responsible for the quality of the educational process. Every teacher should master in detail the subject they teach, ensuring that the entire content of the course is updated, representative and in line with the position of the subject in the curriculum.

Disagreements of a scientific nature between teachers should not interfere with the students' training and achievements.

Every teacher is required to pay special attention to the preparation and delivery of the lectures according to the scheduled hours, to the development, preparation or provision of teaching materials and resources in order to allow students to prepare for courses, seminars or laboratories, to hold office hours as scheduled, to supervise and provide guidance for the students written papers (projects, undergraduate or master's degree theses), to grade and communicate results within the prescribed time frame.

From a pedagogical point of view, competence refers to the ability of selecting the most adequate methods for approaching each topic in the syllabus, communicating the objectives of the course, selecting assessment methods in accordance with these objectives. Teaching strategies must be adapted to the specific learning needs of students and the requirements of the course. In terms of research activity, competence implies that responsible researchers will make sure that their activity is relevant to society and that it does not repeat or replicate a research carried out previously, elsewhere. By way of exception, replicating previous research is accepted if it can produce new results. Should research activity be delegated, researchers must ensure that the person to whom it is assigned has the necessary skills, experience and knowledge to carry it out.



Breaches of the principle of competence and professionalism include: a) entrusting courses, seminars or laboratory projects to people who are not adequately trained; b) devoting an important part of the time allocated to a course or seminar to discussions unrelated to its subject; c) intentionally misinterpreting the results of a research to substantiate a theory that the person supports; d) negative attitude towards colleagues and their achievements in their own teaching activities; e) asking students to adopt the exclusive viewpoint of the teacher or to refuse to debate and discuss, based on arguments, other points of view expressed on the same topic; f) the partial coverage by a teacher of a core course, respectively addressing only the issues that are of personal interest to them; g) opting for assessment methods which are inconsistent with the objectives of the course.

The University has a zero-tolerance policy towards plagiarism. In scientific research, integrity means: a) only giving credit to people who actually contributed to a paper; b) in research, the avoidance of plagiarism of any kind and the observance of intellectual property rights, including those deriving from the common ownership of data where research is carried out in collaboration with a supervisor or other researchers. Validation of new discoveries based on the repetition of previous research/experiments is acceptable, provided that the data is confirmed and explicitly cited; c) indication of the source from which an idea, expression, or result of previous research was drawn, regardless of whether it has been published or not. This rule also applies to material extracted from works of any kind by students or doctoral students and later used by a teacher in their own research; d) explicit acknowledgement of the contribution of any person who has actually participated in a research activity. Where the contribution consisted in a supervisory or advisory activity only, a formal acknowledgement of the contribution is not required. In such cases, however, it is recommended that an acknowledgement be included; e) the university shall ensure that all categories of researchers may enjoy the benefits deriving from the use (if any) of the results of their research and development activities, in accordance with the law, particularly through the protection of intellectual property rights; f) the funds allocated to a research project shall be used for the purposes for which they were allocated. The sources of funding used for research shall be acknowledged in the publications where the research results are reported; g) compliance with the principles of sound, transparent, and efficient financial management and cooperation with the audit bodies designated to audit the activity, whether they are assigned by the employers/sponsors or by ethics committees; h) compliance with special ethical rules relating to research involving human subjects or experiments on animals and any other elements concerning research ethics; i) research must be conducted in the spirit of and in compliance with ecological and biological ethics.



In the administrative activity, integrity involves the following: a) the correct practice of all processes of selection, election or appointment of the personnel to administrative offices. It is forbidden to receive, accept, request, give or offer money, goods or any other benefits or favours in exchange for any support to occupy an administrative position; b) fulfilling any administrative responsibilities in good faith and for the benefit of the University. Using an administrative position for personal gain of any kind is a breach of the duty of integrity; c) when transferring administrative responsibility, the former office holder shall provide the new office holder with all the updated tools, information, and materials needed to promptly take over such responsibility; d) providing accurate information to the University management and to all structures authorised to request it; e) when, for any reason, a person is no longer able to perform their administrative duties properly, they must bring this to the attention of their superiors.

In the teacher-student relationship, the following constitute a breach of the duty to act with integrity: a) seeking or accepting favours of any kind, including sexual favours; b) requesting or accepting gifts or other material benefits; c) lending or borrowing money among teacher and students; d) a teacher providing paid services to a student, their spouse or a relative up to the third degree; e) a student providing paid or unpaid services to a teacher, their spouse or a relative up to the third degree; f) receiving special favours from a student or their relatives up to the third degree.

G. The principle of the right to defence

In university ethics proceedings, the right to defence of anyone alleged to have committed an ethical misconduct is guaranteed.

H. The principle of independence from any moral, scientific, religious, political, economic, or other influence in teaching or scientific activity

University ethics proceedings are conducted independently of any ideological, political, or religious interference, in accordance with the university autonomy guaranteed by the Constitution and in line with Article 4, letter p) of the Higher Education Law No. 199/2023.

I. The principle of respect for the rights and freedoms of members of the university community

University ethics proceedings are conducted based on the principle of respect for the rights and freedoms of members of the university community.

UBB implements policies to prevent and punish discrimination (in line with the Guide to Combating Discrimination, amended and republished by UBB Administrative Council



Decision No. 17395/21. 11.2024), gender inequality (in accordance with the Babes-Bolyai University Administrative Council Decision No. 7251/27.05. 2024 amending the Guide for Gender Equality, republished version) of xenophobia, extremism, and hate speech (in accordance with the Code of Conduct for Preventing and Sanctioning, Xenophobia, Radicalisation, and Hate Speech, approved by Minister of Education Order No. 4043/2024).

J. The principle of moral, social, and professional responsibility

(1) The responsibility for complying with the provisions of this Code rests with each member of the university community.

(2) Membership in the university community requires each member to be accountable for their actions or breaches.

(3) Violation of the provisions of this Code shall entail ethical liability under Law No. 199/2023.

(4) Members of the university community are accountable to their employers, sponsors or other public or private institutions involved in carrying out, supporting or monitoring the research activity.

(5) Members of the university community also have a moral responsibility to society for respecting ethical principles and for the efficient use of public funding where applicable.

K. The principle of safeguarding the cultural identity of all members of the academic community and intercultural dialogue

Within the scope of academic ethics, UBB acknowledges and respects the cultural diversity of all members of the academic community, promoting a climate of tolerance and respect for cultural differences and encouraging open dialogue between members of different cultures. Ethics in research means, among other things, treating cultural diversity with respect and including it in the topics studied, the methods used, and in how the outcomes are reported. UBB protects students' rights and keeps their personal information private during university ethics matters, taking into account the various cultural norms associated with identity and personal experiences.

L. Principle of fairness and objectivity

The principle of fairness and objectivity in the context of academic ethics refers to the requirement that academic activities - from teaching and assessment to research and administrative decisions - be conducted without bias or extraneous influence. This principle underpins an educational environment that supports fairness, transparency, and integrity.



Here are some key aspects of this principle:

- (1) *Fair assessment*: Faculty members should assess students based on their actual performance, without being influenced by personal preferences, race, gender, ethnicity, or other characteristics. This ensures equal opportunities for all students.
- (2) *Administrative decisions*: In the decision-making process, UBB must act in a transparent and fair fashion, avoiding bias or discrimination in the hiring and promotion of members of the academic community, as well as in the distribution of material and financial resources.
- (3) *Ethical research*: Objectivity is central to research, where results need to be presented accurately and without distortion arising from personal or other interests. This also implies sound reasoning and evidence in the formulation of conclusions.
- (4) *Respect for diversity of perspectives*: Including a diversity of opinions and perspectives in academic debates is fundamental. Impartiality means that all viewpoints are heard and treated with courtesy, even if they are not shared.
- (5) *Protection of the rights of UBB community members*: UBB protects the rights of the UBB community and works to make sure all members are treated equally, without discrimination. Grievance and conflict resolution procedures must be transparent and fair.
- (6) *Professional ethics training*: Members of the university community must be educated, during their professional training, on the important role of university ethics, including impartiality and objectivity.

M. The principle of acting in the best interests of the direct beneficiary

According to Article 266 – Addendum, point 10 of Law No. 199/2023, the direct beneficiaries of educational and vocational training are students, as well as any other categories of adults enrolled in a form of educational and vocational training. The indirect beneficiaries of education and vocational training are the families of the direct beneficiaries, employers, the local community, and, in a broader sense, society as a whole. By means of its code of ethics and the practices that follow from it, UBB is always guided by the best interests of its direct beneficiaries.

N. The principle of collegiality and loyalty

Work within the university community requires collaboration between its members in the spirit of collegiality and mutual respect. Collegiality implies the following:

- a) each member of the university community is expected to behave with respect and courtesy at all times. Violation of this obligation by a person does not in any way confer the right on the injured party to adopt a similar conduct;
- b) the obligation that the members of the university community have to assist each other with colleague substitution, offering support in the teaching and administrative activity, cooperating in their earnest



in projects that require the participation of several persons; members of the university community will not abuse their position when substituting a colleague; not required on an ongoing basis, only occasionally/exceptionally, under substantiated circumstances;

c) open and respectful exchange of views between members of the university community with different ethnic, cultural, religious and linguistic backgrounds and heritage on the basis of mutual understanding and respect;

d) empathy, respect and support for people with special needs;

e) the obligation of confidentiality regarding all data and information provided in private by a member of the university community to another member. The obligation of confidentiality relating to student academic records operates within the limits established by the decision of the Senate, under the Law concerning the personal data protection.

Breaches of the principle of collegiality include the following:

a) gender, ethnic, or any other form of discrimination or harassment (including psychological, as per Government Decision 970/2023), use of physical or mental violence, offensive language, inappropriate behaviour with sexual connotations at work or abuse of authority against a member of the university community, regardless of their position within the University (student, teacher or researcher, member of the University leadership, member of the administrative staff);

b) encouraging or tolerating such behaviour as described herein by the leadership of the faculties, departments or administrative compartments;

c) unfairly discrediting the ideas, hypotheses or research results of a colleague, without taking into account the requirements of the academic debate and the principles of critical thinking;

d) making inconsiderate comments in front of the students regarding the professional training of a colleague;

e) making inconsiderate comments in front of the students regarding the moral conduct or aspects relating to a colleague's private life;

f) advising students not to attend a colleague's course;

g) repeated formulation of manifestly unfounded complaints or allegations against a colleague;

h) using and disclosing in the didactic or research activity the information provided confidentially by another colleague (personal data, lived experiences, etc.);

i) non-compliance with the confidentiality pertaining to a student's academic records, social, or medical situation.



Regarding the examination of students, collegiality requires their prior and detailed information regarding the course objectives and requirements, evaluation methods and periods, according to the UBB student status.

Loyalty to the University implies the obligation of each member of the university community to act in the interest of the University, to support its objectives, strategies and policies, in order to achieve its mission and enhance its competitiveness.

Babeș-Bolyai University highly appreciates the commitment and loyalty shown by people who pursue their academic careers here, without discouraging their participation in public life or engaging in activities other than those implied by being a member of the university community.

Breaches of the obligation of loyalty include the following acts:

- a) carrying out activities resulting in patrimonial or non-patrimonial loss of rights legally obtained by the university;
- b) performing teaching or research activities in other universities or institutions that compete with those organized by the University;
- c) advising students to drop out of University in favour of another educational institution;
- d) engaging outside the University in activities that significantly affect the time required by the teaching, research or administrative duties at the University of the respective person;
- e) engaging in activities meant to discredit the University or to affect its image.

Standards of university ethics and professional conduct

Section 1 General provisions

Art. 3.

The following terms and expressions have the following meanings under this code:

- a) co-author of a publication – any person listed as an author of a scientific publication;
- b) fabricating results or data - reporting false results or data that are not the actual result of research and development;
- c) falsification of results or data - selective reporting or discarding unwanted data or results; manipulation of representations or illustrations; altering the



experimental or numerical apparatus to obtain the desired data, without reporting the alterations that were carried out;

d) plagiarism - presenting as one's own original work or contribution in a written form (university course or textbook, monograph, commentary, article, etc.), including in electronic format, any texts, ideas, demonstrations, data, theories, scientific results or methods borrowed from work written, including in electronic format, by other authors, without mentioning this and without reference to the original sources;

e) self-plagiarism – recycling or reusing substantial part of one's own previously published texts, including translations, without appropriate cross-referencing or citing the original work.

Art. 4.

The provisions laid down in this code are binding on the UBB university community and on anyone who has been or is a member of the UBB academic community.

Art. 5.

The standards of academic ethics and professional conduct include:

- a) ethical and professional guidelines for teaching and research activities;
- b) ethical and professional guidelines for communication, publication, dissemination, and public outreach;
- c) ethical and professional guidelines related to leadership roles;
- d) ethical and professional standards in relation to respect for human life and dignity;
- e) ethical and professional conduct rules applicable to students, doctoral students, postdoctoral researchers, or other categories of learners;
- f) ethical and professional conduct guidelines in accordance with the canon and dogmatic principles of a respective religion, which do not go against the rules set out in points a) to e).
- g) ethical and professional conduct standards in academic administration activity;

Section 2 Ethical and professional standards in teaching and university research

Art. 6.

In teaching and academic research, ethical and professional standards commit teaching and research staff to:

- a) report the actual results or data of their own research and development activities;



- b) report experimental data, data obtained from numerical calculations or computer simulations, or data or results obtained from analytical calculations or deductive reasoning as a result of their own work;
- c) refrain from any activity that hinders, impedes or sabotages the teaching or research activities of other persons, including by unreasonably restricting access to university research facilities, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs or documents in soft copy; organic or inorganic substances or living matter required by other persons in order to carry out, perform or complete teaching or research activities;
- d) to comply with the legal framework governing conflicts of interest and incompatibilities and to declare any conflicts of interest or incompatibilities in the conduct of the assessment;
- e) to maintain confidentiality in the assessment;
- f) to refrain from any discrimination during assessments on the grounds set out in Article 2, paragraph (1) of Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, republished, as amended and supplemented;
- g) to be objective in the evaluation procedures. In teaching, the evaluation and grading of the academic performance and achievements of direct beneficiaries must comply with the grading policies of the higher education institution and the pre-established grading criteria;
- h) not to engage in plagiarism, with the obligation to indicate all bibliographic sources used;

The following are considered intellectual or copyright infringements: the complete or partial transcription of excerpts or entire parts, regardless of length, of intellectual contributions, without quotation marks and without attribution thereof by specifying relevant information such as that pertaining to the author, work or other elements of identification and attribution, etc. Plagiarism by avoiding proper attribution is a serious violation of the university ethics. The ethics commission may consult with specialists from the country or from abroad in the specialized field or in the related fields of the respective work.

From an ethical point of view, intellectual property and copyright are infringed when one of the rights of the copyright owner is performed by someone without the permission of the copyright owner or of the law. Infringement involves:

- 1) copying texts or excerpts, regardless of their number and length, from works belonging to other authors without providing any reference thereof;
- 2) copying ideas, argumentation, data, results without giving credit to the original author;



3) appropriating the work of other authors and passing it off as their own work, without explicit mention of the sources of these contributions, without specifying that the authorship of those contributions does not belong to them.

Even if an author makes an important personal, original contribution to a particular work or paper, if it contains plagiarized elements, that do not comply with the principle of authorship, the author is in violation of the ethical norms of intellectual property.

If a case of fraud or plagiarism is detected in writing term papers, papers or projects the examiner or teachers and researchers responsible of coordinating student activity will immediately take the necessary measures as provided in the internal regulations of UBB or of the respective faculty.

i) to comply with the legal provisions and procedures governing academic ethics and professional conduct set out in the present code and in the codes of academic ethics and professional conduct;

j) to implement the disciplinary measures established by the university ethics committees, the CNATDCU or, where applicable, the CNEMU;

k) to respect the doctrine and canons of the religious community in the case of religious education;

l) to comply with the norms of ethics regarding the research carried out on human subjects or through experiments performed on animals and of any other elements pertaining to the research ethics;

m) to acknowledge in the research results all persons who have given their consent and were involved in the research or intellectual creation, whereby they shall enjoy all rights deriving from it.

Section 3 Ethical and professional guidelines for communication, publication, dissemination, and public outreach

Art. 7.

In scientific communication, publication, dissemination, and outreach, ethical and professional standards bind all members of the academic community to:

a) seek the consent of a person before including them in the list of authors of a scientific publication;

b) publish or disseminate unpublished scientific results, hypotheses, theories, or methods only with the consent of all authors;



- c) to provide accurate and correct information in grant or funding applications, in applications for habilitation, and in applications for teaching or research positions;
- d) accepting and mentioning in the research results only those authors who actually contributed to the research, as well as mentioning all persons involved in the research, after securing their consent.

Section 4 Ethical and professional guidelines related to leadership roles

Art. 8.

(1) In carrying out their managerial duties, the rules of ethics and professional conduct call for:

- a) compliance with the law on public accountability;
- b) not using their position to get credit as the author or co-author of publications by people they oversee;
- c) banning the use of authority in order to obtain salary, remuneration or other material benefits from research and development projects managed or coordinated by subordinates;
- d) banning the use of authority in order to obtain authorship or co-authorship of the publications of subordinates or for the purpose of obtaining remuneration, compensation or other material benefits for spouses, in-laws or relatives up to and including the third degree;
- e) refraining from interfering with the work of the university ethics committee or an inquiry committee during investigations into breaches of university ethics and professional conduct;
- f) complying with the legal provisions and procedures governing academic ethics and professional conduct set out in the present code and in the codes of academic ethics and professional conduct;
- g) enforcement of sanctions imposed by university ethics committees, CNATDCU or, where applicable, CNEMU.

(2) In carrying out their duties, UBB administrative staff are bound by the following ethical and professional rules:

- a) compliance with the principles outlined in Article 2, as applicable to the specific nature of their administrative work;
- b) objectivity in the recruitment, selection, or appointment of staff with administrative responsibilities;



- c) fulfilling in good faith and for the benefit of the University any administrative work;
- d) collegiality in the performance of duties – mutual support, accurate and respectful communication, mutual information sharing;
- e) compliance with the administrative hierarchy under the law;
- f) keeping the UBB management and colleagues accurately informed.

Art. 9.

The ethical and professional conduct guidelines on respect for human life and dignity require members of the academic community to:

- a) respect the right to education of direct beneficiaries;
- b) respect the rights of all members of the academic community;
- c) refraining from verbal or physical attacks and humiliating treatment toward both the direct beneficiaries
of education and other members of the academic community;
- d) refraining from requesting, accepting, or collecting money or gifts or providing certain services in order to obtain preferential treatment or other advantages;
- e) respect for the dignity of the direct users of the right to education and the reputation of the profession;
- f) acknowledgement of the profession, the responsibility and trust conferred by society, and the duties arising from that trust;
- g) banning any form of exploitation, harassment of any kind or discrimination on any ground such as politics, race, religion, gender, sexual orientation, national origin, marital status, disability and/or medical condition, age, nationality or any other arbitrary or personal grounds;
- h) respect, honesty, integrity, solidarity, cooperation, fairness and justice, tolerance, mutual support, confidentiality, fair competition, and cordial relations.

Section 5 Ethical and professional conduct rules applicable to students, doctoral students, postdoctoral researchers, or other categories of learners

Art.10.

In their capacity as students, doctoral students, postdoctoral researchers, or course participants, the rules of ethics and professional conduct require them to:

- a) respect the copyright of other persons in the works they prepare;
- b) prepare and deliver original coursework and original graduation theses;



- c) compliance with the general rules of ethics and professional conduct of the university community.

Section 6 Conflicts of Interest

Art.11

A conflict of interest is a situation posing a risk that personal interest of a member of the academic community (faculty member, student, member of the administrative staff) will interfere, or has the appearance of interfering, with the obligations deriving from their position, or are likely to affect the independence and impartiality required for the fulfilment of these obligations.

Art. 12.

(1) Under Article 170 of Law No. 199/2023 and Article 20 of Government Decision No. 305/2024, the following situations are examples of conflicts of interest:

- a) holding concurrent positions by persons who are spouses (including persons who have established relationships comparable to those between spouses), in-laws, and relatives up to and including the third degree, where one is in a direct position of management, control, authority, or institutional evaluation at any level within UBB;
- b) acting as a member of doctoral committees, evaluation committees, or selection competition panels when the decision involves people mentioned in point a);
- c) being part of the same committee, set up under the law, as the people mentioned in point a);
- d) a person who is in a committee of the Ministry of Education evaluating a matter related to the institution they're part of as a member of the academic community.

(2) In the event of a conflict of interest, the teaching or research staff member is bound to cease any activity referred to in paragraph (1) letters a) to (c) and to inform their immediate superior forthwith. The latter shall take the necessary measures to make sure the activity is carried out impartially, within 3 days of being informed.

(3) In the situations mentioned in paragraph (2), the supervisor of the teacher or researcher in question may nominate someone else with the same training and experience.

(4) In the event of a conflict of interest as provided for in paragraph (1) letter d), the person concerned shall refrain from being involved in the decision-making of the committee on the matter subject to the conflict of interest.

Art. 13.



The assessment or grading by a teacher of a person who is their spouse, a relative up to the third degree, or another person with whom the decision-maker has a close relationship or a contractual relationship, except for academic research contractual relations, is likely to give the impression of favouritism among the other students and is regarded as conflict of interests. To avoid this situation the teacher in question will sign a declaration of abstention:

- a) where there are other teachers of the same speciality, the assessment of the student is carried out by another teacher, appointed by the head of department or dean, as applicable;
- b) where a replacement is not possible, another teacher with a similar area of expertise shall be appointed to assist the course coordinator in examining the respective student.

Art. 14.

Apart from the situations mentioned in the previous articles, a conflict of interest arises when:

- a) a person decides to award a prize or a distinction in favour of a person who is their spouse, relative up to the third degree or with whom the decision-maker has a close relationship or a contractual relationship except for the academic research contractual relations;
- b) a vacancy is opened with a view to appointing a person who is in a relationship as described in point (a) with the director or a member of the council of the department or unit responsible for the vacancy;
- c) a person holds several positions within the University and the interests they must serve for every one position do not converge;
- d) a person from the University employing or participating in the contractual employment of the unit they lead in favour of a company belonging in whole or in part to a person with whom they are in a relationship as provided by letter a);
- e) a student is employed or included in an internship programme at a company or other organization belonging to the examining teacher or another person as provided by letter a), or where the person holds an executive management position.

Art. 15.

In any situation of conflict of interest, the person concerned has the obligation to inform, preferably in writing, their superior about the existence of the conflict of interest and to refrain from involvement in any decision-making in which they would have or could create the appearance of a personal interest.

Section 7 Incompatibilities

Art. 16.



Incompatibility arises in the following situations:

- a) a person holds or performs in combination the management positions of rector, vice-rector, dean, vice-dean, head of department or head of a research-development unit, project or micro-production unit, head of a branch/university extension or the position of president of the university senate and a management position referred to in Article 131, paragraph (2) of Law No. 199/2023 ("Management positions include the following: a) rector, vice-rectors, the general administrative director, the deputy general administrative director, at the level of the higher education institution; b) the dean, the vice-deans, at the faculty level; c) the head of department, at the department level; d) the CSUD director, a position equivalent to that of vice-rector; e) the subsidiary director at the level of a subsidiary of the higher education institution, a position equivalent to that of vice-rector; f) the director of a university branch campus, at the level of the university branch campus, a position equivalent to that of head of department; g) the director of a doctoral school, a position equivalent to that of head of department");
- b) a person holds or performs one of the management positions of rector, vice-rector, dean, vice-dean, head of department or director of a university subsidiary/branch campus and is appointed or elected as minister, secretary of state, mayor, deputy mayor or president of a county council;
- c) the authorising officer of UBB holds or performs, in parallel, another position as authorising officer in a central or local public institution;
- d) a person holds, concurrently, the position of member in the UBB administrative council and the position of partner or shareholder in a commercial company established by UBB under the conditions set out in Article 16, paragraph (1) of Law No. 199/2023 ("Higher education institutions may establish, independently or in association, as applicable, commercial companies, foundations, associations, pre-university educational institutions, consortia for dual education, university hospitals, pharmacies, outpatient medical units, including dental units, and specialist practices, including dental practices, with the approval of the university senate, as provided by law (...)");
- e) a person combining the status of student delegate (undergraduate or master's degree) in the management structures of the faculty or university (Faculty Council, Senate, Administrative Council), in the Ethics Committee or in the Quality Assurance and Evaluation Committee, with that of an employee of the University.

Art. 17.

(1) People who find themselves in a situation of incompatibility have 15 days to remedy the situation, including by stepping down from one of their positions.



(2) If the incompatibility situation lasts for more than 15 days, any person may refer the matter to the competent authority or authorities for action to ensure that the incompatibility is removed.

Art. 18.

¶ Under Article 16, letter a) of the present code, positions within UBB that are in a position of direct management, control, authority, or institutional evaluation are incompatible and cannot be held concurrently by spouses, in-laws, and relatives up to and including the third degree, as follows:

- a) the president of the university senate with the position of rector, vice-rectors, director of the doctoral studies council, deans, vice-deans, chief administrative director, deputy chief administrative director, members of the administrative council, heads of departments, heads of doctoral schools, directors of higher education institutions, heads of permanent or temporary structures directly reporting to the president of the university senate and, where applicable, heads of departments/lines of study in national minority languages;
- b) the rector with the position of vice-rectors, director of the doctoral studies council, deans, vice-deans, chief administrative director, deputy chief administrative director, members of the administrative council, heads of departments, heads of doctoral schools, directors of higher education institutions, heads of the lines of study in the languages of national minorities;
- c) vice-rector and director of the council for doctoral studies with deans, vice-deans, chief administrative director, deputy chief administrative director, members of the administrative council, heads of departments, doctoral school directors, heads of units reporting to their respective vice-rector or director and, where applicable, the heads of departments/lines of study in the languages of national minorities reporting to the vice-rector or director in question;
- d) administrative council members with deans, vice-deans, chief administrative officer, deputy chief administrative officer, heads of departments, heads of doctoral schools, heads of units of higher education institution, and, where applicable, heads of departments/lines of study in the languages of national minorities;
- e) chief administrative officer with the deans and the deputy chief administrative officer with deans, vice-deans, with heads of departments/ technical and administrative services and the subordinate staff;
- f) the dean with the vice-dean of the respective faculty, the heads of departments within the relevant faculty, the heads of doctoral schools under the respective faculty, the heads of



units under the respective faculty and, where applicable, the heads of departments/lines of study in the languages of national minorities within the respective faculty;

g) vice-dean with the heads of departments of the respective faculty, doctoral school supervisors subordinate to the respective faculty, heads of units subordinate to the respective faculty and, where applicable, heads of the lines of study in the languages of national minorities of the respective faculty;

h) head of department with the heads of subordinate units to the respective department and, where applicable, heads of the lines of study in the languages of national minorities of the respective department;

i) head of doctoral school with the heads of units subordinate to the respective doctoral school;

j) doctoral supervisors with the doctoral students they supervise.

② Any person is incompatible with the status of member in an evaluation, appeal, competition or promotion or progression committee for evaluating the professional and/or scientific activity of an employee of the higher education institution who is their spouse, in-law and relative up to and including the third degree. Membership in the following collective management structures does not result in incompatibility under this code:

a) University Senate;

b) Faculty council;

c) Department council;

d) Council for doctoral studies;

e) Doctoral school council.

③ Within a department, an incompatibility arises and the following positions may not be held simultaneously by persons who are in relation to each other in a position of leadership, control, authority or direct institutional evaluation at any level, teaching positions of professor, associate professor, assistant professor/lecturer, teaching assistant who carries out teaching activities related to the same subjects or teaching units (course) in the curriculum of higher education studies or postgraduate programme, respectively courses, seminars/ laboratory works associated with the subjects in the curriculum under the same department.



III. Accountability for not complying with university ethics and professional conduct

Section 1 Violations of university ethics and professional conduct standards

Art. 19.

Ethical and professional standards in academic teaching and research stipulated by Art. 6 are as follows:

- a) fabricating results or data and reporting them as experimental data, data obtained from numerical calculations or computer simulations, or data or results obtained from analytical calculations or deductive reasoning;
- b) falsification of experimental data, data obtained from numerical calculations or computer simulations, or data or results obtained from analytical calculations or deductive reasoning;
- c) deliberately hindering, obstructing or sabotaging the teaching and research activity of other persons, including by unjustified restriction of access to research premises, by damaging, destroying or mishandling of experimental devices, equipment, documents, computer programs, electronic data, organic or inorganic substances or living matter that are indispensable in order for other persons to conduct, carry out or complete teaching and research activities;
- d) violating the legal framework governing conflicts of interest and incompatibilities and failing to declare any conflicts of interest or incompatibilities in conducting an assessment;
- e) failure to maintain confidentiality when conducting assessments;
- f) discrimination during assessments on the grounds set out in Article 2, paragraph (1) of Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, republished, as amended and supplemented;
- g) assessment fraud;
- h) plagiarism;
- i) failure to comply with the legal provisions and procedures governing academic ethics and professional conduct, as set out in the present Code, including failure to implement the disciplinary measures imposed by the university ethics committee, the CNATDCU or, where applicable, the CNEMU;
- j) not complying with the doctrine and canons of the religious community in the case of religious education;
- k) undermining the fairness of the assessment process by not complying with the assessment methods set out in the course description, the internal regulations governing student assessment, or when a teacher grades someone who is their spouse



or a relative up to the third degree without prior notice to the faculty management in order to identify and apply/implement possible solutions to guarantee the fairness of the assessment;

e) influencing the research activities of undergraduate, master's, and doctoral students for the personal benefit of the supervisor.

Art. 20.

Violations of ethical and professional guidelines for communication, publication, dissemination, and public outreach stipulated by Art. 7 are as follows:

- a) adding a person to the list of authors of a scientific publication without their consent; failure to acknowledge, either by crediting as author of a work or by citing the source, the contribution of third parties to a work; coercing authors of a work to credit as authors persons who did not contribute to it; crediting as authors of a work persons who did not contribute to it substantially;
- b) unauthorised publication or dissemination by authors of unpublished scientific results, hypotheses, theories, or methods;
- c) misrepresentation or falsification of information in grant or funding applications, in applications for habilitation, teaching, or research positions;
- d) failure to indicate all sources used;
- e) failure to credit persons involved in the research or creative work, who are thereby unable to claim all the rights accruing therefrom;
- f) failure to mention the sources of funding for research projects in all resulting publications.

Art. 21.

Violations of ethical and professional guidelines related to leadership roles under Art. 8 include:

- a) breaches of the law governing public accountability;
- b) abusing their authority in order to secure authorship or co-authorship of the publications of subordinates;
- c) abuse of authority to obtain salary, remuneration, or other material benefits from research and development projects managed or coordinated by subordinates;
- d) abuse of authority for the purpose of obtaining authorship or co-authorship of the publications of subordinates or for the purpose of obtaining remuneration, compensation or other material benefits for spouses, family or relatives up to and including the third degree;



- e) interfering with the work of the university ethics committee or an inquiry committee during investigations into breaches of university ethics and professional conduct;
- f) failure to comply with the legal provisions and procedures governing academic ethics and professional conduct, as set out by law and the present Code, including failure to implement the disciplinary measures imposed by the university ethics committee, the CNATDCU or, where applicable, the CNEMU.

Art. 22.

Violations of ethical and professional guidelines in relation to respect for human life and dignity stipulated by Art. 9 are as follows:

- a) conduct that undermines the protection of the rights of direct beneficiaries of the right to education;
- b) misconduct affecting the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
- c) misconduct undermining the acknowledgement of the profession, the responsibility and trust conveyed by society, and the inherent duties stemming from that trust.

Art. 23.

Violations of ethical and professional conduct rules applicable to students, doctoral students, postdoctoral researchers, or other categories of learners are:

- a) breaches of ethical and professional conduct rules applicable to students, doctoral students, postdoctoral researchers, or other categories of learners provided for by Art. 10;
- b) undermining the integrity of the evaluation process by allowing the persons subject to evaluation to use materials in the evaluation process that they did not prepare themselves, or by allowing them to use the same materials from one evaluation to another, as well as by failing to disclose a family relationship up to and including the third degree with the evaluating teacher.

Section 2 Sanctions for violation of academic ethics and professional conduct rules

Art. 24.

(1) Penalties applicable to teaching, auxiliary teaching, and research staff, including management staff, for violations of academic ethics and professional conduct are as follows:

- a) written warning;
- b) withdrawal and/or revision of all papers published in violation of academic ethics and professional conduct rules;



- c) dismissal from management;
 - d) a ban, for a set period, of access to funding from public competition funds;
 - e) withdrawal, for a fixed period of time ranging from 1 to 5 years, of the right to apply for a senior teaching position or for a managerial position or as a member in a selection competition committee;
 - f) dismissal from the research or teaching position.
- (2) The types of sanctions applicable for breaches of academic ethics and conduct, depending on the nature of the breach, to students, doctoral students, postdoctoral researchers, or other categories of learners, are:
- a) written warning;
 - b) invalidation of the assessment results;
 - c) withdrawal of scholarship for a period of 30-90 days;
 - d) cutting the scholarship down by up to 50 % for 30-90 days;
 - e) banning from student accommodation on the University campus for a set period, from one semester to three years, or for an open-ended period;
 - f) withholding the right to sit the exam in the same session for the subject related to the ethical misconduct;
 - g) withdrawal and/or revision of papers published in violation of academic ethics and professional conduct rules;
 - h) removal from research projects/grants;
 - i) expulsion, with or without the option of re-enrolment.

IV. The UBB Ethics Committee

Section 1 Role and appointment

Art. 25

The Babeș-Bolyai University (UBB) Ethics Committee is responsible for monitoring the enforcement of the provisions of the present code. The Ethics Committee, which has been established to prevent and address any unethical conduct or practices, will review any allegations or acts that may be construed as breaches of academic ethics and professional conduct.

Art. 26.



¶ The UBB Ethics Committee is an independent body with no connection to any other structure or person within UBB. It is appointed on a four-year term and operates in accordance with the provisions of Higher Education Law No. 199/2023, as amended and supplemented, Government Decision No. 305/2024 on the Framework code of university ethics and professional conduct, and the Framework Regulation of 30 September 2024 on the organisation and operation of university ethics committees approved by Order No. 6869 of 30 September 2024. Violation of the above constitutes a breach of the legal provisions on public accountability and is punishable under Article 174 of Law No. 199/2023.

¶ The committee drafts its own internal rules and procedures, which are approved by the university senate.

Art. 27.

① The UBB Rector approves the committee members based on the proposal of the administrative council and the opinion of the university senate. The committee is composed of people with professional standing.

② The number of committee members is decided taking into account only that out of the maximum number, 75% are teaching and research staff and at least 25% are students.

③ The following persons may not serve on the university ethics committee:

⌘ persons holding the position of rector, president of the senate, vice-rector, dean, vice-dean, chief administrative director, deputy chief administrative director, head of department, subsidiary director, branch campus director, or director of a research and development unit, project unit, or micro-production unit at UBB;

⌘ have violated the rules of university ethics and professional conduct.

④ If a person approved by the ethics committee falls under the provisions of paragraph (3) letter a) above, they are given 15 working days to address the issue of incompatibility.

Art. 28.

(1) When putting together the committee, the UBB administrative council informs the university community and anyone looking to serve on the committee may apply in writing to the UBB rector.

(2) The student representatives in the committee are elected by the students who are members of the UBB Senate. Students will have at least one representative in the committee. Any student of Babes-Bolyai University who has not been sanctioned for ethical misconduct may apply for the position of student representative in the Ethics Committee.



(3) Members of the committee who are found to have committed any act deemed incompatible with their position (i.e., ethical misconduct, regardless of whether legal sanctions have been enforced) shall be replaced following the procedure initially used for their appointment.

(4) If one of the members is dismissed or withdraws from the committee, another member shall be appointed within 15 days as provided for in paragraph (1).

(5) Pursuant to the decision provided for in Article 27, paragraph

(1), a secretary, who may not be a member of the committee, is appointed for each committee in order to handle the committee's documents, draft the minutes of the committee's sessions, and facilitate communication between the committee and the persons involved in the matters brought before the committee. The secretary of the committee may not have a right to vote.

Section 2 Duties of the university ethics committee

Art. 29.

(1) The duties of the university ethics committee are stipulated by Art. 136 of Higher Education Law No. 199/2023 as amended and supplemented:

- a) ensures compliance with the university code of ethics and professional conduct;
- b) ensures the implementation of the Minister of Education orders in order to comply with the legal framework in the area of university ethics and professional conduct;
- c) reviews and resolves breaches of university ethics and professional conduct regulations based on referrals or through self-referral;
- d) helps develop the Code of Ethics and Professional Conduct by submitting proposals to the university senate to be passed and added to the university charter;
- e) prepares an annual report for the rector and the university senate as a public document on the observance of academic ethics and professional conduct;
- f) carries out activities to prevent violations of academic ethics and professional conduct;
- g) monitors the courses on ethics and academic integrity;
- h) submits the regulation governing the organisation and operation of the ethics committee to the university senate for adoption;
- i) collaborates with national advisory committees;
- j) other duties provided by law or established according to the University Charter.



(2) At the beginning of each academic year, the university ethics committee informs students of the role and legal provisions governing university ethics and professional conduct.

Art. 30.

¶ The committee looks into any breaches of academic ethics and conduct as set out by the laws in force and the regulations of UBB.

¶ The committee promptly notifies the management of the higher education institution of any complaints that are subject to criminal law and provides them with all the details they have regarding those complaints.

¶ In order to analyse and address breaches of academic ethics and professional conduct, the Ethics Committee is entitled to take action on its own initiative.

Section 3 Referral to the Ethics Committee

Art. 31

Any person may bring to the attention of the UBB University Ethics Committee any acts that may constitute a breach of academic ethics and professional conduct. Complaints must be lodged in writing or online.

Art. 32.

(1) In order to be considered for review, allegations of breaches of academic ethics and professional conduct must include all of the following:

- a) the signature of the complainant; for online complaints, a handwritten signature is not required;
- b) the identification details of the person reporting the violation: the first and last name of the individual or the name of the legal entity, their address and, where applicable, their mailing address, which may also be an email address;
- c) a detailed explanation of the breach of professional ethics and professional conduct, with specific examples and justification and sources of documentation.

(2) All complaints received by the committee are registered, regardless of whether they are accepted or rejected. The registration number of the complaint is forwarded to the complainants using the contact details provided.

(3) Complaints that do not meet the acceptance criteria are rejected as invalid by the committee and notified within 5 working days using the address provided in the complaint. If a complaint is rejected, the complainant can submit another complaint after making sure it complies with the legal requirements.



(4) The identity of the person making the complaint shall remain confidential. In the registrar's office, in the register of entries, under the heading 'deponent/complainant)' fill in 'anonymous'. The complaint shall be forwarded by the registrar's office to the secretary of the committee. Complaints submitted under the wrong heading shall be redirected to the registrar's office within two working days.

(5) The identity of the person who filed a complaint will only be shared with the ethics committee, unless its disclosure is essential for the defence. Members of the academic community who are privy to the identity of the complainant undertake to protect the confidentiality of the complainant's identity both during the ethics proceedings and thereafter. Failure to comply with the confidentiality provisions regarding the identity of the complainant amounts to a violation of professional ethics.

(6) By way of derogation from paragraph (1), anonymous complaints, submitted in writing or online without a handwritten signature, reporting harassment or other abusive behaviour, shall also be admissible, provided that they contain evidence.

Art. 33.

The UBB Ethics Committee guarantees the right of every person to be treated impartially, fairly and objectively.

Section 4 Organisation and operation of the University Ethics Committee

Art. 34.

(1) The committee meets as often as needed, but if complaints are filed, the committee will meet within 5 days of receiving them. The quorum and operating procedures of the committee are set by UBB in its regulations.

(2) During the first meeting of the committee following its appointment, its members will vote to elect a chairperson.

(3) Anonymous complaints and grievances shall not be considered. However, they may serve as a basis for systemic, institutional inquiries.

(4) Other persons may attend the committee's meetings as guests, including the institution's legal advisor.

Art. 35.

The Committee shall investigate any breaches of academic ethics and professional conduct and shall reach a decision within a maximum of 45 calendar days of receiving the complaint, in the form of a report outlining its reasoning, which will then be forwarded to the person under investigation and the person who filed the complaint. The 45-day period is not a limitation period for the right to review the complaint.

Art. 36.



- (1) During the investigation, the committee members agree on what steps to take. The person under investigation receives a written invitation from the committee chair, which explains why they're being investigated, as well as the date, time, and place of the meeting. The hearing may be held with a lawyer present.
- (2) If the person subject to investigation fails to respond to the summons without an objective reason communicated in writing, the committee may continue its investigation with a view to ruling on the complaint.
- (3) If the person who is the subject of the complaint acknowledges that they committed the acts described in the complaint, the committee may reach a decision based on the complaint and the written statement of the complainant.
- (4) The committee may also summon any other person it considers to possess relevant information for the purpose of investigating the case. Attendance at hearings is mandatory, and failure to attend without a valid reason may be regarded as a disciplinary offence for UBB staff.
- (5) The members of the committee are bound to analyse the allegations objectively and impartially. Any member has the right to ask questions during the hearings.
- (6) If the complainant or the defendant requests the removal of a committee member from the hearing and review of the complaint because of a conflict of interest, that member may be allowed or required to withdraw from the investigation of the complaint, based on the validity of that request. The committee shall decide by vote, in the absence of the member concerned, on the request to remove the member. If the request is granted, the member in question will not be involved in the review of the case or in the voting.
- (7) Where there is incompatibility or conflicts of interest, any member of the ethics committee may recuse themselves.
- (8) Expressing any opinion on the culpability of the person under investigation prior to the final resolution confirming a breach is banned both on and off campus.
- (9) Complaints regarding plagiarism shall be examined in accordance with the legislation in force and applicable at the time when the doctoral dissertation for which the doctoral title or diploma was obtained was written, without re-evaluating the scientific content of the doctoral dissertation.
- (10) The review procedure ends with a decision accepting or rejecting the complaint, based on the facts and the law.

Art. 37.

- (1) The defendant has the right to be informed of the full contents of the case file. The contents of the case file shall be disclosed to the person summoned to appear before the committee by its secretary, and shall be signed by the person concerned.



(2) In their defence, the defendant has the right to request, in writing, or to submit additional documents and information, as well as to suggest witnesses, before the hearing or during the hearing for which they have been summoned.

(3) The Committee may accept or reject the request by vote.

(4) Persons heard during the investigation who give verbal statements before the committee, which will be transcribed by the committee secretary and signed by them on each page (manually or electronically), shall be notified in advance of the date and place of the hearing, and their attendance is mandatory.

(5) Witnesses will answer the committee's questions and, after the hearing, they will leave the room and will not be allowed to interfere in any way during the meeting.

Art. 38.

(1) If, after the hearing of the defendant/claimant/witnesses, new evidence needs to be added to the file, the committee may postpone the investigation of the complaint to another meeting and have the file updated.

(2) The members of the committee leave the room in order to deliberate and reach a decision as soon as the chair announces that the debate is closed.

(3) In reaching its decision, the committee looks at the documents in the file, the nature and seriousness of the act, the context it happened in, and the person's previous behaviour.

(4) Each member of the committee suggests one of the penalties provided for by the legislation in force.

(5) The minutes of the committee are signed by all attending members. The signing can be done both on paper and electronically.

(6) The committee's decision, signed by the chair, serves as an administrative act and must explicitly state the facts that led to the sanctioning of the person in question, the legal basis, and the reasons why the university ethics committee rejected the arguments put forward by the complainant. The decision must be drafted on the date it is reached.

(7) After reaching a decision, the case file is submitted to the UBB legal advisor for approval. The legal responsibility for the decisions and activity of the ethics committee rests with UBB.

(8) In accordance with the decisions of the university ethics committee, UBB takes disciplinary action against teaching, auxiliary teaching and research staff, including members of management.

(9) Disciplinary penalties are enforced by rector's decision.

Art. 39.



(1) The committee's decisions will be posted on the UBB website, complying with personal data laws, with the following information remaining anonymous, as applicable:

- a) the complainant;
- b) the defendant, if they explicitly request anonymity.

(2) Committee meetings may be recorded if everyone at the meeting agrees. Meetings may be held in person, with all members present, online or in a blended format (some members in person, others online).

Art. 40.

Appeals against decisions to accept or reject applications may be lodged within 30 days of notification and submitted, according to their content, to:

- a) the National Ethics Committee for the Management of Higher Education;
- b) the National Committee for the Accreditation of Academic Titles, Diplomas and Certificates;
- c) the National Council for Ethics in Scientific Research, Technological Development and Innovation

Art. 41.

(1) If no appeal is lodged against the decision of the university ethics committee within the time limit provided for in Art. 40, the decision shall be binding on the defendant and on the higher education institution.

(2) Within 30 days of the decision of the university ethics committee becoming final and binding, it will be implemented by a decision of the UBB Rector. This will be notified to the parties involved.

Section 5 Operating procedure for plagiarism in doctoral dissertations Art.

42

(1) If the committee ascertains the existence of plagiarism in a doctoral dissertation, the provisions of Art. 172 para. (8) - (11) of the Higher Education Law No. 199/2023, as amended and supplemented, shall apply, as relevant.

(2) If the university ethics committee concludes that plagiarism exists in a doctoral dissertation and the decision has not been appealed within the term provided for in Article 172 (5) of Law 199/2023, or if the CNATDCU detects plagiarism in a doctoral dissertation or no action has been taken under Article 172 (6) of Law No. 199/2023 within 10 days of the date the CNADTCU decision was issued, it shall be forwarded to the rector, who shall, in a period of no more than 30 days, order the revocation of the doctoral degree,



for degrees granted by UBB, if the doctoral degree has not entered the civil circulation and has not entailed subjective rights protected by law. In the same situation, if the title of doctor has been confirmed by order of the minister, the decision shall be forwarded to the minister of education. The minister of education, within a maximum of 30 days, shall revoke the ministerial order confirming the title of doctor if it has not entered into civil circulation and has not entailed subjective rights protected by law.

③ If the doctoral diploma has entered into civil circulation and has entailed subjective rights protected by law, the decision is forwarded to the rector, who, within a maximum of 30 days, is required to initiate administrative proceedings to revoke the doctoral diplomas awarded by UBB. In this case, the decision is forwarded to the Minister of Education if the doctoral title was confirmed by the Minister's order.

④ If the doctoral degree is revoked or cancelled, UBB will update the RUNIDAS platform and the doctoral dissertation management platform managed by UEFISCDI within 30 days.

V. Research Ethics Subcommittee

Art. 43.

(1) The Ethics Committee is supported by a subcommittee for research ethics.

(2) This subcommittee monitors the implementation of research ethics policies in compliance with scientific research ethics regulations, which must address the following aspects: publication and authorship, respect for the dignity of research participants, compliance with ethical standards in research involving human subjects, animal experiments and other bioethical standards, research data management, collaboration, conflicts of interest, fraud, providing efficient research environments, and damage prevention in research and innovation.

(3) Students will have a representative on the subcommittee responsible for research ethics, appointed primarily from among doctoral or master's students by the students on the ethics committee panel.

VII The University Ombudsman

Art. 44

(1) The University Ombudsman is an internal body of UBB operating under the principles of confidentiality, impartiality and independence, providing informal support to all members of the academic community, in accordance with the UBB Code of Ethics and the Guide for Combating Discrimination at UBB.



(2) The university ombudsman shall discuss matters with members of the UBB community without prejudice and in an objective manner, and shall not reprimand or punish them. The university ombudsman shall be impartial, acting as a neutral facilitator or mediator, and shall not become an advocate for any party. The conflicts of interest rules shall apply to the university ombudsman accordingly.

(3) The Ombudsman acts independently of the UBB management and other administrative authorities. They have no authority to make binding administrative decisions.

(4) The Ombudsman and the Ombudsman's secretariat are bound to maintain the confidentiality of records, contacts and communications and are under no obligation to disclose them to any other entity.

(5) Documents may only be disclosed with the express consent of the parties concerned. This confidentiality is only waived in cases where there is an imminent risk of physical harm for the person concerned or others.

(6) The Ombudsman may make recommendations, organise and participate in discussions ex officio, mediate disputes and assist in reaching mutually acceptable solutions. The University Ombudsman may make recommendations which, since they are not binding but merely discretionary, may not be challenged and may not be referred to other authorities.

(7) The University Ombudsman acts to mediate conflicts as soon as possible after being notified.

(8) It is recommended that referrals be submitted within 30 days of the incident to enable prompt and effective intervention. The University Ombudsman may be contacted when it is not clear who has the authority to handle a conflict or as a last resort when all other avenues have been exhausted. The University Ombudsman may also answer simple questions or refer the person to others who can provide answers to the issues raised.

(9) The University Ombudsman will listen intently to the person seeking assistance and help them assess the situation, may help identify a list of options and clarify certain internal policies and procedures, and may provide effective support to the person concerned in order to help them cope with the situation and improve their skills in dealing with difficult conversations or situations.

(10) The UBB ombudsman complies with the UBB Code of Ethics and Professional Conduct, the Code of Ethics and Standards of Practice of the International Ombuds Association (IOA) and the standards of the European Network of Ombuds in Higher Education (ENOHE).

The UBB Rector appoints the University ombudsman to a four-year term in line with the term of office of the Ethics Committee, based on a proposal made by the administrative council and the opinion of the university senate. The ombudsman may be a person of established reputation



in the country and abroad, who does not hold the position of rector, president of the senate, vice-rector, dean, vice-dean, chief administrative director, deputy chief administrative director, and who has not infringed the rules of academic ethics and professional conduct.

Transitional and Final Provisions

Art. 45.

If the offences committed amount to a crime, the competent criminal investigation authorities will be notified, as required by law.

Art. 46.

In academic teaching and research, ethical and professional standards require teaching and research staff to behave in a manner that complies with the regulations set out by the National Council for Ethics in Scientific Research, Technological Development and Innovation (hereinafter referred to as CNECSDTI), failure to comply with these regulations constituting a breach of professional conduct.

Art. 47.

This Code shall come into force on the date of its approval by the University Senate. Any provisions to the contrary contained in University regulations shall be repealed on the same date.