

CHARTER OF  
TRANSILVANIA  
UNIVERSITY OF  
BRAȘOV

2016

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## **I. PREAMBLE**

The University Charter is the main instrument for higher education institutions to implement the values and principles that govern the university activities related to initial education and continuous training and to scientific research. It also comprises fundamental aspects of university autonomy and the major, structural, functional and organizational options of the university community.

The creation and adoption of this Charter was grounded on the fact that Transilvania University of Braşov is a state higher education institution that is structured, organized and operates by virtue of the principle of university autonomy while strictly observing the forceful legal provisions.

This Charter was adopted by the Senate of Transilvania University of Braşov following a debate in the Community of Transilvania University of Braşov, in accordance with the Law of National Education (Law no. 1/2011) with its subsequent amendments and completions, which provides the framework for exercising the fundamental right to lifelong learning, regulating the structure, functions, organization and functioning of the National education system.

## **II. DEFINITIONS**

In the body of this Charter, the following terms have the following meanings:

1. University autonomy - the right of Transilvania University of Braşov to independently establish its specific mission, institutional strategy, structure, activities, organization and proper functioning, respectively the management of material and human resources, with strict observance of the legislation and in the conditions of assuming public responsibility;
2. University activities - the activities of initial and continuous training at university level, for the personal development and professional insertion of the individuals by preparing them to meet the needs identified in the socio-economic environment, as well as the activities of scientific research, development, innovation and technological transfer, capitalizing and disseminating their results and any other auxiliary or complementary activities;
3. Charter - the present document, approved by the Senate of Transilvania University of Braşov;
4. The scientific research centre - the functional unit of the Research and Development Institute of Transilvania University of Braşov, which ensures the achievement of advanced scientific research in one or more scientific fields, in accordance with

the mission and the scientific research strategy of the University;

5. Compulsory research - the scientific research activity carried out by the teaching staff within the university norm and which falls under legal provisions;

6. University Cycles - the three university study cycles in which the study programmes of Transilvania University of Braşov are organized, namely Cycle I - Bachelor's degree studies, Cycle II - Master's degree studies and Cycle III - Doctoral degree studies;

7. The community of Transilvania University of Braşov, hereinafter referred to as the UTBv Community - consists of students, tenured teaching and research staff, auxiliary teaching and research staff, non-teaching staff, as well as persons who have been granted membership in this community by decision of the University Senate;

8. Consortium - voluntary association, of general interest, based on a partnership contract concluded in authentic form between the University and one or more higher education institutions of which at least one is accredited;

9. CSUD - The Council for Doctoral University Studies, which has the role of ensuring the management of the Organizing Institution of Doctoral University Studies - Transilvania University of Braşov (IOSUD-UTBv);

10. CTIB - Centre of Technologies, Invention and Business, a technology transfer entity, whose role is to support advanced scientific research at Transilvania University of Braşov;

11. FRACS - Report Form for the Scientific Research Activity;

12. ICDT - Research and Development Institute of Transilvania University of Braşov, a structure of the University which is not a legal entity, and which provides the framework for conducting scientific research activities;

13. Tenured teaching and research staff - teaching staff in legal working relations with the University, who hold a didactic and / or research function at the University, obtained in a competition, for an indefinite period of time, as well as the teaching and / or research staff that benefits from job reservation, according to the law;

14. Associate teaching and research staff - teaching and / or research staff in legal working relations with the University, who hold a teaching and research position at the University for a determined duration;

15. SDI - The Interdisciplinary Doctoral School, a structure of the University which is no legal entity, and which provides the organizational framework necessary for doctoral and postdoctoral studies;

16. University space - all the buildings, lands, experimental teaching stations, farms, botanical gardens, university houses, university campuses, hospitals and clinics, as well as the related facilities, used by the University, regardless of the

legal title under which it is entitled to use them and in which this Charter applies;

17. Structure of the University - all the entities of the university and the auxiliary entities, as well as the relations established between them in order to achieve the assumed mission, in compliance with the law and the national and international quality standards;

18. University, hereinafter referred to as UTBv - Transilvania University of Braşov.

## **PART I**

### **CHAPTER I. MISSION AND STRATEGY**

Art. 1. The mission of UTBv consists in the production and transfer of knowledge to society by means of:

- (1) initial training at university level achieved at bachelor's degrees, master's degrees and doctoral degrees;
- (2) advanced scientific research, development, innovation and technological transfer;
- (3) postgraduate programmes;
- (4) developing the interaction between the University and the society, through partnerships in agreement with the principles of a knowledge-based society.

Art. 2. The UTBv strategy is designed to fulfil the assumed mission by accomplishing the following strategic objectives:

- (1) continuous adaptation of the educational offer, in terms of content and study programmes in order to improve the level of professional training, personal development, of a better professional insertion of graduates and meeting the competency needs of the socio-economic environment;
- (2) development of UTBv resources for the extension of the educational and scientific research offer, including in international languages;
- (3) training of communication, entrepreneurial, creative and innovation skills, in order to prepare UTBv graduates for active participation in a complex society which is continuously changing;
- (4) increasing the level of integration of scientific research into teaching and learning activities by training and developing scientific research competencies and implementing research results at bachelor's and master's level;
- (5) development of programmes of studies and scientific research in partnership with other universities or institutions of higher education and / or scientific research, at regional, national and international level, including by increasing the number of students' and teachers' mobilities;
- (6) promoting the advanced scientific research through projects and partnerships at regional, national and international level and strengthening the direct relationship with the economic and social environment. ICDT provides the framework for advanced research in UTBv and ensures the fulfilment of the missions of UTBv.
- (7) ensuring the quality of the academic and scientific research processes, as well as the social relevance of the results of the university activities;
- (8) assuming the major direction of affirming UTBv as an institution for advanced research, education and training.



(9) promotion and development of the cultural-artistic and sporting activities of the members of the UTBv Community.

## CHAPTER II. UNIVERSITY AUTONOMY

Art. 3. The institutional autonomy ensures the following rights for UTBv:

(1) to independently formulate and assume its own strategy for structural, functional and organizational development, as well as to establish the tools and structures necessary to carry out this strategy;

(2) to seek for the application of this Charter by decisions, regulations, codes and instructions approved by the UTBv Senate, strictly respecting the principles and provisions of the Charter and of the imperative legal norms of public order;

(3) UTBv is identified by specific elements, such as: UTBv day, logo, badges, etc.

Art. 4. The organizational autonomy ensures the following rights for UTBv:

(1) to establish, modify and abolish the internal structures in which the UTBv Community operates;

(2) to define the collaboration / subordination relationships between these structures, through the UTBv organizational chart;

(3) to regulate the conditions and procedure for the appointment / election and dismissal in and from management positions, as well as the rights and obligations incumbent upon the members of the governing bodies;

(4) to regulate the conditions and the procedure for selecting, promoting, rewarding and sanctioning the members of the UTBv Community;

(5) to initiate and make regulations for any structural, functional or organizational aspects, in compliance with the provisions of this Charter;

(6) to set up, modify or abolish, respectively to participate in cooperation structures, set up with entities of public or private law, at local, regional, national and international level, to establish also the regulations according to which these structures are organized and operate.

Art. 5. The teaching autonomy ensures the following rights for UTBv:

(1) to design, propose for authorization / accreditation study programmes for all three university cycles and to manage them, in accordance with the own institutional strategy and national standards;

(2) to design, propose for authorization / accreditation and manage postgraduate programmes as required by the economic and social environment, postgraduate programmes that can unfold in partnership with public or private legal entities in the country and abroad.

Art. 6. The autonomy in scientific research ensures the following rights for UTBv:

- (1) to formulate and implement its own strategy and programmes of scientific research;
- (2) to establish its own structures and instruments, in order to fulfil the assumed mission, if they are in line with the institutional, national and international priorities in the field of scientific research;
- (3) to cooperate with similar or complementary public or private structures in order to carry out its individual or joint scientific research programmes.

Art. 7. The administrative autonomy ensures the following rights for UTBv:

- (1) to exercise its authority through express regulations regarding access to the University Area, both for members of the UTBv Community and for persons outside the university;
- (2) to offer protection to all the members of the UTBv Community in the University Area;
- (3) to regulate order and discipline in the University Area and within the UTBv Community;
- (4) to use the patrimony and its own financial resources in associations allowed by legal regulations and which are meant to increase the competitiveness, visibility and / or profitability of the didactic and scientific processes;
- (5) to regulate the use of the University Area in such a way that it meets the quality requirements needed by the UTBv Community;
- (6) to regulate access to the University Area, given that:
  - a) the University Area is inviolable;
  - b) the access to the University Area of the members of the UTBv Community is enabled to holders of a card specifying the holder's identification data;
  - c) access to the University Area is granted to persons who are not part of the UTBv Community:
    - 1) with the approval of the head of the relevant structure, in the case of meetings as part of a common work plan;
    - 2) with the approval of the Executive Board or the Rector, in the case of academic events;
    - 3) with the approval of the Rector or the person designated by him for the media representatives, respectively with the prior notification of the UTBv management (Rector or Vice-Rector, as the case may be), in situations where, according to the legal regulations, state bodies or public institutions with powers of control, through designated persons, carry out specific control activities;

d) in the University Area, the provisions of this Charter and the internal regulations of the UTBv are fully respected.

Art. 8. The financial autonomy ensures the following rights for UTBv:

(1) to devise and adopt the UTBv budget and to carry out the budget execution, in accordance with the strategy and its own needs and in compliance with the relevant legal provisions;

(2) to establish the tax regime applied by UTBv, in accordance with the forceful legal provisions;

(3) to grant scholarships, social assistance or other forms of support to the members of the UTBv Community or to its guests, within the limits of the forceful legal regulations and of the internal regulations;

(4) to formulate and implement tools for analysing and evaluating the quality of processes and their financial efficiency within the UTBv structures.

Art. 9. Public responsibility

(1) University autonomy shall be exercised subject to compliance with the forceful legislation, the present Charter, national policies and European standards in the field of higher education, especially those regarding quality assurance and evaluation, as well as the university's equity and ethics policies, contained in the University code of ethics and professional deontology as part of this Charter.

(2) UTBv also assumes the public responsibility for the managerial efficiency and the use of the resources, the spending of the funds from public sources, for the transparency of the decisions and the university activities, for the respect of the academic freedom of the tenured teaching staff, auxiliary teaching staff and of the research staff, as well as the rights and freedoms of students.

### **CHAPTER III. THE STRUCTURE OF TRANSILVANIA UNIVERSITY OF BRAȘOV**

#### Art. 10. General provisions

(1) The structure of UTBv is reflected in its organizational chart, approved by the UTBv Senate.

(2) The establishment of the UTBv Structure, as an essential attribute derived from the principle of university autonomy, entails that any constitution, modification, cancellation of a university or auxiliary entity, as well as the definition of the subordination / collaboration relations between them shall be carried out only with the approval of the UTBv Senate, in accordance with the legal regulations in force.

#### Art. 11. The UTBv community

(1) The affiliation of a person to the UTBv Community is attested by documents issued by UTBv.

(2) The rights and duties of the members of the UTBv Community are established in accordance with the legislation in force, with the provisions of this Charter and those of UTBv's internal regulations.

#### Art. 12. The structures of UTBv

UTBv includes:

- a) education and training structures;
- b) structures for scientific research;
- c) support structures for didactic and research activity;
- d) management structures;
- e) administrative structures;
- f) associative structures.

#### Art. 13. The structures for education and training

UTBv's structures for education and training are the faculties and the departments.

#### Art. 14. The faculty

(1) The faculty represents the functional unit that devises and manages study programmes at bachelor's and master's levels and has the responsibility of coordinating the activities associated with the education process for its own students. One or more departments operate within a faculty.

(2) The establishment of a new faculty in the structure of UTBv is subject to the fulfilment of the following requirements:

- a) identification of its own mission, consistent with the UTBv mission and the labour market requirements;
- b) a positive estimated financial balance;
- c) outstanding preliminary results in scientific research in the field;

d) the existence of staff and infrastructure to ensure the accomplishment of the proposed mission.

(3) The establishment, organization, modification of the name or closure of a faculty shall be made at the proposal of the Executive Board and with the approval of the UTBv Senate, by the decision of the management structures at national level, according to the legislation in force.

(4) The faculty is organized and carries out its activity under this Charter, the UTBv regulations and its own regulations, approved by the UTBv Senate.

#### Art. 15. The department

(1) The department represents the basic educational academic unit of UTBv. The formation and functioning of the departments meet the criteria of performance and efficiency.

(2) The department coordinates bachelor's and master's degree programmes and ensures the conditions for a quality educational process.

(3) The department monitors the fulfilment of the teaching and scientific research obligations and takes appropriate measures, in accordance with the UTBv regulations.

(4) Research within a department is organized in research groups and / or scientific research centres. The organization of a group or centre and their development strategy are the attribute of the department to which they belong. Scientific research can also be carried out individually.

(5) The establishment, closure and restructuring of a department can occur only following the approval of the Senate and according to the law.

#### Art. 16. The structures of scientific research

UTBv carries out its scientific research activity in structures defined and approved by the UTBv Senate in accordance with the legislation in force, mainly through ICDT and IOSUD-UTBv.

#### Art. 17. The Research and Development Institute of UTBv (ICDT)

(1) ICDT is a structure of UTBv with no legal personality, that aims to support the scientific research activities and the technological development.

(2) The activity of the ICDT shall be carried out in accordance with the Regulations for the organization and functioning of ICDT, as approved by the UTBv Senate.

(3) The research activity of ICDT is carried out in the scientific research centres.

#### Art. 18. The Council for University Doctoral Studies (CSUD)

(1) CSUD ensures the management of the Organizing Institution of Doctoral University Studies - Transilvania University of Braşov (IOSUD-UTBv).

(2) The CSUD operates in accordance with the Regulations for the organization and conduct of doctoral and postdoctoral studies, approved by the UTBv Senate.

Art. 19. The Interdisciplinary Doctoral School (SDI)

(1) SDI provides the organizational framework necessary for conducting doctoral and postdoctoral studies.

(2) The SDI operates according to the Regulations for the organization and conduct of doctoral and postdoctoral studies, approved by the UTBv Senate.

Art. 20. Support structures within UTBv

(1) Within UTBv there are support structures for teaching activities, scientific research and for students' affairs, as well as structures dedicated to administration, according to the organizational chart proposed by the Executive Board and approved by the Senate.

(2) The establishment, the mission, the organization, the subordination, the restructuring and the closure of the support structures for the didactic and scientific research activities, as well as the administrative ones, are subject to the decision of the UTBv Senate, at the proposal of the UTBv Executive Board.

(3) The organization and operation of the support structures are governed by their own regulations as approved by the UTBv Senate.

Art. 21. The management structures of UTBv

(1) The management structures of UTBv are:

- a) UTBv Senate;
- b) UTBv Executive Board;
- c) Faculty Council;
- d) Department Council.

(2) The Senate is organized and operates according to its own regulations, adopted by the majority of its members' votes. The Senate establishes permanent and special committees, including those through which it controls the activity of the executive management of UTBv and the Executive Board.

(3) The University Senate has the following powers:

- a) it guarantees academic freedom and university autonomy;
- b) it devises and adopts the University Charter following the debate with the UTBv Community;
- c) it approves the strategic plan for institutional development and the operational plans, at the Rector's proposal;
- d) it approves the structure, organization and functioning of UTBv, at the Rector's proposal and in compliance with the legislation in force;
- e) it approves the draft budget and the budget execution;
- f) it devises and approves the Code of quality assurance and the Code of ethics and professional deontology;

g) it adopts the University Code of student rights and responsibilities, in compliance with the provisions of the Code of student rights and responsibilities;

h) it approves the methodologies and regulations regarding the organization and operation of UTBv;

i) it concludes the management contract with the Rector;

j) it controls the activity of the Rector and the Executive Board through specialized commissions;

k) it validates the public competitions for the positions of the Executive Board;

l) it approves the methodology and the results of the competitions for hiring the teaching and research staff and periodically evaluates the human resource;

m) it approves the sanctioning of personnel with poor professional performance, at the Rector's proposal, based on their own methodology and the legislation in force;

n) it approves changes to the structure and organizational chart of UTBv;

o) it approves amendments to the Charter;

p) it approves the members of the University's Ethics and Deontology Commission, at the proposal of the UTBv Executive Board, and approves the commissions for disciplinary evaluation of the tenured teaching and research staff, of the auxiliary teaching and research staff, the non-teaching staff, the students, as well as of the staff management, guidance and control staff of UTBv, in accordance with the provisions of the organizational and operating regulations of these commissions.

(4) The Executive Board has the following powers:

a) it ensures, under the Rector's leadership, the operational management of UTBv and applies the strategic decisions of the university Senate;

b) it establishes the institutional budget in operational terms;

c) it approves the budget execution and the annual balance sheet;

d) it approves the proposals for dismissal of teaching and research positions;

e) it approves the proposals for new study programmes and makes proposals to the university Senate to suspend those study programmes that no longer fall within the UTBv mission or which are academically and financially ineffective;

f) it approves the financial operations that exceed the ceilings established by the university Senate and informs the Senate thereof;

g) it proposes to the university Senate long-term and medium-term strategies and policies on areas of interest for UTBv.

(5) The Faculty Council has the following powers:



a) it approves, at the Dean's proposal, the structure, organization and operation of the faculty;

b) it approves the study programmes managed by the faculty;

c) it controls the Dean's activity and approves of his annual reports regarding the general status of the faculty, quality assurance and observance of the university ethics at faculty level;

d) it establishes, together with the management of the departments, the strategy regarding the development of the didactic process;

e) it analyses the financial effectiveness of the departments;

f) it approves the strategy for the development of the teaching staff.

(6) The Department Council has the following powers:

a) it analyses the management of the department annually;

b) it validates the annual structure of the education plans and the organizational chart;

c) it analyses the research performance of the members of the department, in accordance with the UTBv regulations;

d) it analyses the results obtained within the programmes of study both at student and teacher level under the coordination of the department;

e) it validates the results of the periodic evaluation of the teaching staff;

f) it analyses the degree of use of the material resources and makes suggestions for modifications;

g) it proposes the competitions for teaching positions to be validated by the Faculty Council.

(7) The governing bodies of UTBv shall establish, as the case may be, their own operating structures, which shall be subject to the approval of the UTBv Senate.

(8) The responsibilities of the governing bodies are stipulated by the legislation in force, as well as by the UTBv regulations, as approved by the UTBv Senate.

Art. 22. The management and executive positions

(1) According to law, the management positions for the structures for education, scientific research and training in UTBv are as follows:

a) the Rector, the Vice-Rectors and the General Administrative Director, at the level of UTBv;

b) the Dean and the Vice-Dean(s), at faculty level;

c) the Head of Department, at department level.

(2) The Rector has the following powers:

a) to conduct the administration and the operational management of UTBv, according to the Management Contract;

b) to negotiate and sign the institutional contract with the relevant ministry;

c) to conclude the management contract with the university Senate;

d) to propose the structure and operating regulations of UTBv to the university Senate for approval;

e) to submit the draft budget and the report on the budget execution to the university Senate for approval;

f) to submit to the university Senate, at the latest on the first working day of April of each year, the Report on the status of UTBv. The university Senate validates the report based on the reports made by its specialized commissions. The report is a public document;

g) to lead the Executive Board;

h) to appoint the Vice-Rectors and to select the Deans of the faculties;

i) he is the authorizing officer of UTBv;

j) he is responsible for ensuring the quality system of the academic processes;

k) to represent UTBv in relation with third parties and ensures the formulation and implementation of the communication strategy of UTBv;

l) to fulfil other tasks established by the University Senate, in accordance with the Management Contract, the University Charter and the legislation in force.

(3) Any of the duties mentioned in par. (2) of this article may be delegated, for a determined period of time, to one of the Vice-Rectors.

(4) The number of Vice-Rectors in UTBv is 5.

a) the Vice-Rector for scientific research and informatization has the following responsibilities and duties:

1) to formulate the strategy and to monitor the results of the scientific research, in accordance with the UTBv annual strategic plan and the operational plans;

2) to coordinate and monitor the activity of reporting scientific research to national evaluation and monitoring structures;

3) to formulate and implement the UTBv IT infrastructure development strategy and to monitor the quality of IT services;

4) to perform other duties established by the Rector based on the strategic plan and in accordance with the Management Contract concluded with the UTBv Senate.

b) the Vice-Rector for internationalization and quality assessment has the following responsibilities and duties:

1) to devise the UTBv internationalization strategy, to formulate and to implement the internationalization means, in accordance with UTBv's strategic plan and annual operational plans;

2) to ensure the framework and the process of evaluating the activities of UTBv;

3) to perform other duties established by the Rector based on the strategic plan and in accordance with the Management Contract concluded with the UTBv Senate.

c) the Vice-Rector for didactic activity has the following responsibilities and duties:

1) to devise the strategy for the optimal progress of the teaching processes at UTBv, in accordance with the strategic plan and the annual operational plans of UTBv;

2) to provide the framework and the means necessary to carry out the didactic processes at all levels in good conditions;

3) to coordinate the activity of the UTBv Library;

4) to performs other duties established by the Rector based on the strategic plan and in accordance with the Management Contract concluded with the UTBv Senate.

d) the Vice-Rector for students and the connection with the economic and socio-cultural environment has the following responsibilities and duties:

1) to provide the framework, the means and the activities for granting student support, including accommodation spaces;

2) to create the strategy for the development of the students' cultural, artistic and sports activities, of the student scientific associations and to support the activity of the student associations, under the conditions stipulated in this Charter;

3) to devise the strategy for integrating the students' activity in the labour market, at national and international level;

4) to ensure the development and undertaking of international programmes for students;

5) to ensure the development of the UTBv Alumni structure;

6) to fulfil other duties established by the Rector based on the strategic plan and in accordance with the Management Contract concluded with the UTBv Senate.

e) the Vice-Rector for public relations has the following responsibilities and duties:

1) to ensure the permanent relation and connection with the UTBv Senate;

2) to promote the university's relations with the public authorities;

3) to coordinate actions with a view to promoting the UTBv image;

4) to perform other duties established by the Rector based on the strategic plan and in accordance with the Management Contract concluded with the UTBv Senate.

(5) If the Rector's office terminates before the term, for whatever reasons, the Senate shall appoint, within a maximum of 5 working days, the Rector who will represent UTBv and who will take over the duties of Rector.

(6) The offices of the Vice-Rectors begin on the date of their appointment by the Rector, after consultations with the university Senate, and end on the date of termination of the Rector's office. By exception, in the case mentioned in par. (5) of this article, the mandate of the Vice-Rectors shall be extended according to law until the Rector's confirmation by the relevant ministry.

(7) The Director of CSUD has the duties stipulated in the Regulations for organizing and conducting the doctoral and postdoctoral studies.

(8) The Dean represents the faculty and is responsible for the management and administration of the faculty, having the following duties:

a) to devise the faculty development strategy and to provide the framework and means for implementing this strategy, in accordance with the Management Plan;

b) to present a report on the status of the faculty and the extent of the achievement of the management plan for validation by the Faculty Council, at the latest on the first working day of March each year; this report is a public document;

c) to conduct the meetings of the Faculty Council and to apply the decisions of the Rector, the Executive Board and the university Senate.

(9) The number of Vice-Deans and their duties for the respective mandate are established by the UTBv Executive Board within 10 working days from the date when the Senate validates the competition for the selection of the Dean.

(10) The number of Vice-Deans varies between 2 and 3, depending on the number of students in each faculty, according to the election methodology. The duties of the Vice-Deans are established by the Dean and are brought to the notice of the Faculty Council.

(11) The Head of Department shall carry out the administration and operational management of the department. The Head of Department is responsible for:

a) education plans and organizational charts;

b) management of the scientific research activity;

c) quality management of the teaching process;

d) organizing and monitoring the tutoring process of students from the department's study programmes;

e) selection, periodic evaluation and training of the staff;

f) representation of the department in relation with the other management structures;

g) any other duties provided by the legislation in force.

(12) The Head of Department is assisted in the exercise of his function by the Department Council.

(13) The General Administrative Director has the duties presented in the job description.

(14) The executive functions for the other structures in the UTBv organizational chart are:

a) SDI Director, whose duties are stipulated in the Regulations for organizing and conducting doctoral and postdoctoral studies;

b) The Director of ICDT, whose duties are stipulated in the Regulations for the organization and functioning of the ICDT;

c) The Scientific Director of ICDT, whose duties are stipulated in the Regulations for the organization and functioning of the ICDT;

d) the coordinators of the scientific research centres, whose duties are stipulated in the Regulations for the organization and functioning of the ICDT;

e) The Director of the UTBv Library, whose duties are stipulated in the Regulations for the organization and functioning of the University Library;

f) the coordinators of the support structures for the activities of education, training and scientific research, whose duties are stipulated in the specific regulations;

g) the heads of the administrative services, whose duties are stipulated in the job descriptions;

h) The Director of the Technology and Business Incubator, whose duties are stipulated in the Regulations of this structure;

i) Chief Secretary of UTBv, whose duties are stipulated in the job description.

(15) The duties of management and executive positions are stipulated by the legislation in force, as well as by the UTBv regulations approved by the Senate.

(16) Persons holding executive positions may benefit, during the term of their mandates, from differentiated payment, according to the law, the statutes and the operating regulations of the structures which they coordinate.

Art. 23. Election and appointment in management positions or of members of the governing bodies of UTBv

(1) The procedure for electing the Rector shall be established by referendum organized and carried out in accordance with the legal provisions in force.

(2) The Rector shall be appointed according to the procedure resulting from the referendum. If the appointed Rector is not a UTBv employee, he / she must conclude a work contract with UTBv for the duration of the term in office.

(3) The election / appointment in the management positions listed in art. 22 paragraph (1) is made according to the legal regulations in force and the internal regulations approved by the Senate.

(4) Election / designation in the positions listed in art. 22 paragraphs (11) and (12) follow the regulations of the respective structures, as approved by the Senate.

(5) The election in the management structures of the UTBv will respect the principle of representativeness (shares of representation).

(6) The number of members of the UTBv Senate will be proposed by the Electoral Office established at UTBv level and will be approved by the Senate at least 30 calendar days before the election process is started; at least 25% of the total members of the Senate will be students, and 75% teachers and researchers.

(7) Each faculty shall have representatives in the UTBv Senate, respecting the principles of proportional representativeness. The number of members of the Senate - teachers from each faculty is established with a norm of representation calculated as follows: number of faculty members in the Senate / number of tenured teachers on January 1<sup>st</sup> of the current year. The number of members - students of the Senate representing each faculty is established with a norm of representation calculated as: number of student members in the Senate / number of total students on January 1<sup>st</sup> of the current year. In the methodology for organizing and conducting the elections at UTBv, approved by the University Senate, the number of the Senate members representing each faculty will be specified.

(8) The Senate shall elect its President by secret ballot. The President of the Senate leads the meetings in plenary and represents the Senate in relation to the Executive Board and the Rector. The President of the Senate signs the Management Contract with the Rector.

(9) The Senate establishes the way of organization and operation by its own regulations.

(10) The number of members of the faculty councils, as well as the number of members of the management structures at the faculty level, will be determined by the Methodology regarding the organization and procedures of the elections at UTBv.

(11) The mandate of the students as members of the governing bodies of UTBv or of the faculties' councils is valid until their studentship ceases, respectively until the end of the academic year in which they cease being students. The senator students who continue their studies at UTBv in another cycle of studies keep their senator status if they remain the representatives of the same structure that elected them.

(12) The number of members of the department councils, as well as the number of members of the management structures of the departments will be determined by the Methodology for the organization and procedures for elections at UTBv.

(13) The term of office for all management positions, elected or appointed, is 4 years.

(14) If a management position in UTBv becomes vacant, its filling is done by following the same procedure (elections or public tender) stipulated in the Methodology for the organization and procedures for elections at UTBv, for the

current mandate, in a maximum of three months from the date of vacation.

(15) If a position of membership in the management structures of UTBv becomes vacant, its filling will be done following the same procedure stipulated in the Methodology for the organization and procedures for elections at UTBv, in compliance with the representation norm for the current mandate, in maximum three months from the date of vacation.

Art. 24. Relegation, release or dismissal from the management positions or membership of the governing bodies of UTBv

(1) The relegation or dismissal of the Rector, by the minister responsible thereof or by the UTBv Senate, as the case may be, is carried out according to the legal provisions.

(2) The release from office of the persons elected to management bodies or positions is possible upon request.

(3) The Rector and the Deans revoke the persons appointed in their subordinate management positions, in compliance with the legal formalities and the terms of investment.

(4) Motions of no confidence may be introduced on the activity of persons appointed to management positions or elected as members of the governing bodies, at the initiative of at least 1/3 of the number of members of the structure in which the designation or election of those persons was made. Debate of the motion is within the competence of the respective structure, which will decide accordingly. The revocation of the respective persons may be decided, with the vote of at least 2/3 of the members of the structure concerned, in compliance with the legal provisions. The term of settlement of the motions of no confidence is 30 calendar days from the date of their registration.

(5) A member of the governing bodies of UTBv shall be revoked by law if, during one academic year, he is absent without leave from more than half of the meetings of the governing body of which he is a member. For the position that has become vacant, elections will be organized in legal conditions and in accordance with the Methodology for the organization and procedures for elections at UTBv.

Art. 25. Associative structures at UTBv: student associations, professional associations, cultural and sports associations, trade unions. Principles of collaboration

(1) The members of the UTBv Community have the right to belong to professional associations, student associations, cultural and sports associations or legally constituted unions.

(2) In the university area, students may organize themselves in associations or open branches of national or international student associations, provided that they represent the interests of students regarding social aspects, the facilities

of training and of national and international partnerships for education and training.

(3) UTBv supports the operation of the Alumni Association and promotes the creation of its branches in the country and abroad, in accordance with the statute of the association.

(4) All associative structures without legal personality organized under the auspices of UTBv must have a status compatible with the legal provisions and with the provisions of this Charter. In this respect, the establishment and modification of their constitutive acts are subject to the approval of the Executive Board and the approval of the University Senate. The organization of activities by the associative structures, in the university area, is subject to the prior approval of the Executive Board of UTBv.

(5) UTBv encourages its students to become involved in volunteering activities, for which they can receive a number of transferable study credits in addition to those provided in the curriculum, under the conditions established by Senate decision.

(6) UTBv can support materially and financially, according to law, the scientific, cultural and sporting activities of the members of the UTBv Community.

(7) The collaboration between UTBv and the associative structures that carry out their activity in the University Area is based on the following principles:

- a) mutual respect;
- b) open and regular communication;
- c) the partnership based on trust and good intentions;
- d) transparency of decisions;
- e) constructive debate of differences of opinion;
- f) mutual protection of the image of the partners;
- g) the apolitical character;
- h) equal opportunities and non-discrimination.



## **CHAPTER IV. CONTINUOUS EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT**

Art. 26. Definition of the system of studies and diplomas

(1) UTBv organizes the following educational cycles:

a) bachelor's degree programmes, in the following forms: full-time, part-time and distance learning;

b) master's degree programmes with full-time and part-time learning;

c) doctoral university programmes with full-time and part-time learning;

d) postdoctoral programmes;

e) postgraduate programmes of continuous professional development and training;

f) training programmes in residency;

g) postgraduate programmes for specialization studies.

(2) The diplomas obtained in the bachelor's and master's degree programmes are issued accompanied by the Diploma Supplement in Romanian and another international language.

(3) The examinations for the completion of the studies at the provisionally authorized study programmes shall be conducted in accordance with the regulations in force.

Art. 27. Content and structure of study programmes

(1) The programmes of university studies are organized in three university cycles: bachelor's, master's, doctorate degrees.

(2) The administration of all the bachelor's and master's programmes is done by the faculty to which the coordinating departments belong.

(3) The administration of the doctoral programmes is done by SDI.

(4) The activities in the curriculum of the bachelor's and master's programmes are carried out by the departments.

(5) The initiation of new study programmes is made at the proposal of the departments, with the approval of the Faculty Council, the Executive Board and the Senate.

(6) The authorization and accreditation of the university study programmes is done by the national / international authorized agencies.

(7) The interruption of some programmes of university studies is done by decision of the Senate or of the national evaluation bodies (ARACIS, CNATDCU).

(8) The study programmes will operate without exceeding the limit of the approved educational capacity.

Art. 28. Content and structure of postgraduate programmes of continuous professional training and development

(1) The postgraduate programmes of continuous professional training and development can be organized only in the fields where there are accredited university degree programmes.

(2) The postgraduate programmes of continuous training and professional development are organized at the initiative of the departments of UTBv or at the request of the private companies and are administered by the support structure that manages the continuous training activity.

(3) The initiation, execution and completion of training programmes and continuous professional development shall be carried out in accordance with the specific regulations in force.

(4) UTBv's schooling capacity for continuous training and professional development programmes is in direct correlation with the institutional resources and with the quality assurance requirements.

#### Art. 29. Student-centred education

(1) UTBv provides the framework and tools for implementing student-centered education, as well as the necessary material, financial and human resources.

(2) UTBv permanently adapts its teaching and scientific research processes in order to promote student-centred education.

(3) UTBv promotes concrete mechanisms to provide tutoring at the level of bachelor's and master's degree programmes. The Head of Department is responsible for the management of the tutoring system at the level of the programmes, years and groups of students.

(4) The tutoring activity is part of the job description of the teaching staff.

#### Art. 30. Standards and performance indicators

##### (1) Education:

a) The standards and performance indicators of the study programmes are established by considering their values adopted at national level and at UTBv level.

b) The UTBv Senate periodically reviews the set of standards and indicators.

c) The study programmes are subject to evaluation for the provisional authorization, accreditation and periodic re-accreditation.

d) The teaching staff is subject to periodic evaluation based on the quality assessment and management tools approved by the Senate.

(2) Continuous training and professional development: The standards and performance indicators are formulated by the Executive Board and approved by the Senate.

#### Art. 31. Quality management and evaluation

(1) The management and evaluation of the quality of the educational programmes and of the continuous vocational training programmes shall be carried out in accordance with the

reference system established at national level and at UTBv level.

(2) The necessary strategy, procedures and instruments are the responsibility of the Executive Board and are included in the Quality Manual.

(3) The analysis of the results of the evaluation is carried out annually at the level of the department, faculty and Senate and is the basis for formulating the strategy in the teaching field for the following period.

## **CHAPTER V. SCIENTIFIC RESEARCH**

### Art. 32. The scientific research activity

According to the assumed mission, UTBv carries out research and development activities through teaching staff, doctoral students, post-doctoral researchers and employed scientific researchers.

### Art. 33. Compulsory scientific research

(1) The scientific research activity is a mandatory component of the norm of the university teaching staff.

(2) The amount of the scientific research activity in the structure of the norm of the university teaching staff is established by the UTBv Senate.

(3) The research norm will be highlighted for each teacher in the organizational charts of the departments.

#### Art. 34. Advanced scientific research

(1) Advanced scientific research ensures competitiveness and visibility at national and international level.

(2) ICDT is the structure that supports the development of advanced scientific research activities at UTBv.

(3) The advanced scientific research is supported by the following technological transfer entity: The Technology and Business Incubator and the Technology, Inventions and Business Centre (CTIB).

#### Art. 35. Areas of scientific research

(1) The main areas of the scientific research correspond and are updated in accordance with the priorities of the research programmes undertaken at national and European level.

(2) The scientific research strategy is elaborated by the UTBv Executive Board and is approved by the UTBv Senate.

#### Art. 36. Human resources training through and for research

(1) Human resources for research are developed through research master's, doctoral and post-doctoral programmes.

(2) From an organizational point of view:

a) the research master's programmes are administered by departments and faculties;

b) the doctoral and post-doctoral programmes are administered by SDI.

(3) The structure and content of the research master's programmes shall be established by the departments in which they are included, they shall be endorsed by the Executive Board and approved by the Senate.

(4) The structure of the doctoral and post-doctoral programmes is established by SDI, through the doctoral supervisors / mentors.

(5) UTBv may carry out, through SDI, post-doctoral programmes of advanced scientific research, financed by grants and contracts concluded with funding bodies and with economic or research entities in the country and abroad or from its own revenue.

(6) UTBv supports, including financially, students with special results in the scientific research activity, in order to participate in scientific events and competitions.

#### Art. 37. Standards and performance indicators in scientific research

(1) UTBv shall adopt the national standards and indicators corresponding to the mission undertaken.

(2) The standards and performance indicators for the fulfilment of the scientific research obligations of the teachers and researchers are formulated by the UTBv Executive Board and approved by the UTBv Senate at the beginning of each academic year, at the latest on November 1<sup>st</sup>, for the following calendar year.

Art. 38. Processes and instruments for evaluation and management of the quality of scientific research

(1) The evaluation of the scientific research activity carried out by teaching staff and researchers is performed annually, based on the data reported in FRACS.

(2) The structure of FRACS reflects the obligations of scientific research and is proposed by the UTBv Executive Board and approved by the University Senate.

(3) The specialized Vice-Rector is responsible for organizing the process of evaluating and reporting the results of scientific research.

(4) Failure by teachers, for three consecutive years, to fulfil their scientific research obligations may lead to sanctions, according to the law.

(5) The evaluation of the scientific research centres within ICDT is performed annually, based on a set of standards and indicators formulated by the ICDT Coordination Council, in accordance with the UTBv research strategy.

(6) Failure by researchers, for three consecutive years, to fulfil their scientific research obligations may entail the termination of the employment contract, according to the law.

(7) Continuation of the activity of teaching staff who fulfil the conditions of retirement can be done, according to the law, following the evaluation based on a set of indicators approved by the Senate. Their activity is based on a contract for a period of one year, which can be renewed.

(8) Retired teachers who have the status of doctoral supervisors may request the continuation of the activity at ICDT.

(9) To carry out the processes of monitoring and evaluating the quality of scientific research, adequate structures will be set up at UTBv level.

## **CHAPTER VI. HUMAN RESOURCES**

Art. 39. The human resources of UTBv

The human resources of UTBv consist of teaching staff, scientific researchers, auxiliary teaching staff, non-teaching staff and students. Their rights and duties are set out in this Charter and other UTBv regulations.

Art. 40. Teaching staff and researchers

(1) The tenured teachers carry out the activities stipulated in the university norms, according to the organizational chart and the job description.

(2) The researchers carry out the activities specified in the job description and fulfil the obligations assumed in the scientific research contracts which their employment within UTBv is based on.

(3) The teaching staff and the researchers have all the rights and duties that derive from the legislation in force, from the provisions of this Charter, as well as from the UTBv regulations.

(4) The selection, employment, periodic evaluation, training, motivation and termination of the contractual employment relations of the personnel of the departments, respectively faculties, ICDT or SDI shall be made in accordance with the legislation in force and the UTBv regulations.

(5) The employment and promotion of the teaching staff and the scientific researchers at UTBv shall be done in compliance

with the legal framework, the criteria established at national level and the UTBv standards and indicators.

(6) Collaboration with associate teachers, respectively with associated researchers, is carried out in compliance with the legal conditions, at the recommendation of the Head of Department or the SDI director, with approval of the higher hierarchical structures.

(7) The results and the performances in the didactic and research activities of the teaching and research staff of UTBv are evaluated periodically, at intervals of maximum 5 years, according to the methodology approved by the UTBv Senate.

(8) The remuneration of the teaching and research staff can be differentiated, considering the professional results and performances within UTBv, in compliance with the legal provisions and the internal standards.

(9) The evaluation by students of the professional performance of the teaching staff is carried out semi-annually, according to the methodology proposed by the Quality Assurance Office and approved by the UTBv Senate. The results of the evaluations are public information.

#### Art. 41. Auxiliary teaching staff and non-teaching staff

(1) The auxiliary teaching staff and the non-teaching staff at UTBv carry out the activities specified in the job description and have all the rights and duties that derive from the legislation in force, from the provisions of this Charter, as well as from the specific regulations.

(2) The hiring of the auxiliary teaching staff and non-teaching staff is done by competition, according to the legal regulations in force.

(3) The evaluation of the didactic-auxiliary and non-didactic staff is performed annually by the direct superior, based on a set of specific indicators devised by the Executive Board and approved by the Senate.

(4) The auxiliary teaching staff and non-teaching staff are required to participate in vocational training and training courses in the field of the positions they occupy, organized within UTBv or by authorized specialized institutions.

#### Art. 42. Incentives and sanctions for UTBv staff

(1) For activities related to the didactic, scientific and vocational training processes, UTBv may grant to its staff incentives in the form of differentiated payment or other material forms, respectively financial support, within the limits of the available funds, in compliance with its own regulations and the legislation in force.

(2) Teachers' and researchers' failure to perform their duties shall be sanctioned in accordance with UTBv's own regulations and the legislation in force.

(3) The finding of a possible deviation and the proposal of sanction can be done either by the direct hierarchical superior or by any of the higher hierarchical structures, ex officio or by notification from legitimate parties, according to the legal regulations in force.

(4) The termination of the contractual employment of a teacher or researcher at UTBv may occur upon request, by retirement, upon the expiration of a fixed duration employment contract or by the disciplinary dismissal based on a decision of the UTBv Senate voted by at least 2/3 of its members, following the disciplinary investigation procedure under the conditions of the law and the regulations of the relevant board.

(5) Litigations of an ethical nature in which the members of the university community are involved can be resolved amicably. If this is not possible, the settlement of the conflict shall be in accordance with the legal and internal regulations in force.

#### Art. 43. Students

(1) UTBv students develop specific skills necessary to successfully access the professions on the labour market and to become active citizens of the knowledge-based society, using the resources and facilities offered by UTBv.

(2) The UTBv students have all the rights and duties that derive from the legislation in force, from the provisions of this Charter, as well as from the UTBv regulations.

(3) The admission, the development and the completion of the studies are performed in compliance with the legal framework, the Senate decisions and the UTBv regulations.

(4) UTBv may award prizes to students or groups of students who obtain outstanding professional, artistic, sports or civic results.

(5) UTBv supports students with special social problems, through total or partial exemptions from fees or other forms of support, in accordance with the law and in compliance with UTBv's internal regulations. The conditions for granting various forms of social support are established by the Executive Board, for each academic year.



## **CHAPTER VII. UNIVERSITY ETHICS AND DEONTOLOGY**

### Art. 44. University ethics and deontology

(1) UTBv is the space in which the respect for the laws of the country, for the internal regulations of UTBv, the values, principles, ethical and moral norms govern.

(2) The values, principles and ethical rules of conduct of the members of the UTBv Community are specified in the University Code of Ethics and Deontology, part of the UTBv Charter (Part II).

### Art. 45. Structures for ensuring compliance with ethical and deontological norms

(1) The University Ethics and Deontology Commission and the disciplinary analysis commissions operate within UTBv.

(2) The members of the University Ethics and Deontology Commission and the disciplinary analysis committees are proposed by the Executive Board and approved by the Senate for a 4-year term. The procedures for the designation of the new composition of the University Ethics and Deontology Commission and of the disciplinary analysis committees will be carried out within 3 months from the date of the approval of this Charter by the University Senate.

(3) The duties and operation of these commissions are regulated by their own regulations, approved by the Senate.

### Art. 46. Conflicts of interests and incompatibilities

Persons who are in a marital relationship, relatives by affinity, and relatives up to the third degree cannot hold simultaneously positions within UTBv so that one of them is in a position of management, control, authority or institutional evaluation towards the other, at any level, and cannot be named in doctoral committees, evaluation committees or competition

commissions whose decisions affect spouses, relatives by affinity, and relatives up to the third degree.

## **CHAPTER VIII. EXTERNAL RELATIONS**

### Art. 47. General provisions

(1) In all types of relations with the external environment, UTBv is represented by the Rector or a representative designated by the Rector.

(2) UTBv is subordinated to the relevant ministry and to the national commissions with responsibilities in the management of the academic activities, under the conditions of respecting the university autonomy and legal framework.

(3) The official documents that record the collaborations with the economic and social external entities shall be signed by the Rector, economic director, legal adviser and, as the case may be, by the coordinator of the respective university activity.

### Art. 48. UTBv external relations

(1) UTBv may establish collaboration and partnership relations with public or private organizations with which it shares common interests at local, regional, national and international level, with national structures for evaluating academic processes and with academies.

(2) These collaborations and partnerships should contribute, under conditions of sustainability, to the increase of the quality and competitiveness of the academic processes and of the visibility of UTBv, in accordance with its assumed mission.

### Art. 49. Procedural rules

(1) External relations are initiated at the proposal of the structures of UTBv and approved by the Rector.

(2) The record of all the collaborations with the external entities will be kept at the level of UTBv.

### Art. 50. The association of UTBv in consortia

(1) UTBv may be associated in consortia with other universities in terms of performance and efficiency, with the approval of the university Senate.

(2) UTBv may form consortia with scientific research institutions or entities in whose field of activity scientific research is included, with a view to jointly carrying out scientific research programmes in the fields of interest and / or for the development of study programmes for the training of highly qualified human resources.

## **CHAPTER IX. PATRIMONY OF TRANSILVANIA UNIVERSITY OF BRAȘOV**

### Art. 51. Structure of the UTBv patrimony

(1) The UTBv patrimony consists of the real property rights, use rights, usufruct, easement rights or rights of superficies exercised by UTBv on the movable and immovable assets that represent the material basis of UTBv, from the rights of administration or use on some goods, including from the public or private domain of the state, acquired by rent, concession or commodate.

(2) The patrimony of UTBv also includes debt rights arising from contracts or court decisions, intellectual and industrial property rights, as well as any other patrimonial rights whose holder is UTBv.

(3) The modalities in which the elements of the material resources of UTBv can be built, owned and used are in accordance with the legislation in force, with the development strategy and with the internal regulations approved by the UTBv Senate.

### Art. 52. Modification of the structure of the UTBv patrimony

(1) The modification of the structure of the UTBv patrimony, in the sense of acquiring, alienating, demolishing or constructing immovable property occurs in compliance with the legal provisions, by a decision of the UTBv Senate, adopted by simple majority, in the presence of at least 2/3 of the members of the Senate.

(2) UTBv will take the necessary steps to obtain a certificate of attestation of the property right or to include in its property, under the law, the assets in its patrimony and on which it exercises one of the aforementioned rights.

## CHAPTER X. FINANCIAL RESOURCES MANAGEMENT

Art. 53. The financial resources of UTBv

The financial resources of UTBv consist of funds allocated from the state budget, extra-budgetary revenues and other sources, according to the legal regulations in force.

Art. 54. Funds allocated from the state budget

(1) UTBv is financed from the state budget by the annual Institutional Contract for basic financing, for the scholarship funds and social protection of students, for the UTBv development funds, as well as for the investment funds, through the Supplementary Contract for financing capital repairs, endowments and other investment expenses, as well as subsidies for accommodation and meals, according to the legal regulations in force.

(2) The Rector is directly responsible for the allocation of UTBv resources, according to the Strategic Plan adopted by the Senate.

(3) The funds allocated from the state budget shall be deposited in the State Treasury.

Art. 55. Resources from extra-budgetary revenues

(1) Extra-budgetary revenues are represented by: revenues from fees, from administration, grants and other research activities, development and innovation contracts, micro-production, consultancy, expertise, services, donations, sponsorship and other sources.

(2) All fees shall be constituted and modified by the UTBv Senate at the proposal of the Executive Board, within the legal framework.

(3) Teachers and researchers with outstanding performance in scientific research may benefit from financial support for the development of scientific research programmes, depending on existing resources.

(4) The renting of the spaces belonging to UTBv shall be done with the consent of the Senate, according to the regulations in force, provided that it does not affect the basic activities.

Art. 56. Use of financial resources

(1) The financial resources cover the expenses of the structures and services of UTBv, the payment of the utilities and provide the maintenance and development funds of UTBv. The UTBv budget is proposed by the Executive Board and approved by the Senate at the beginning of each financial year.

(2) The budgetary funds ensure the salaries of the teaching and auxiliary teaching staff and the material consumption necessary for the organization, administration and development of the educational process.

(3) The funds from the complementary and supplementary financing shall be allocated to the UTBv structures for which they have been directly destined.

(4) The funds shall be deposited in commercial banks and the State Treasury.

Art. 57. Management of financial resources

The management of budgetary and extra-budgetary resources is carried out in the same way, regardless of source.

## CHAPTER XI. HONORARY TITLES

### Art. 58. Honorary titles

The following honorary titles are awarded by Transilvania University of Braşov:

- a) Doctor Honoris Causa;
- b) Honorary Senator;
- c) Honorary Professor;
- d) Professor Emeritus.

### Art. 59. Granting of honorary titles

These titles are granted as follows:

(1) Doctor Honoris Causa - to scientific personalities with proven international recognition, who have made a concrete contribution to the development of education and scientific research in UTBv.

(2) Honorary Senator - to personalities from the academic, economic and social environment who make a substantial contribution to the economic and / or social local, regional, national development, but also to the international promotion of UTBv.

(3) Honorary Professor - to international personalities who have collaborated on scientific and didactic activities in UTBv.

(4) Emeritus Professor - the didactic and scientific personalities at UTBv who have had scientific, didactic and managerial performances in UTBv.

(5) The titles of Doctor Honoris Causa, Honorary Senator and Professor Emeritus shall be granted at the proposal of the departments, with the approval of the Faculty and Senate Councils, under the conditions provided in the specific regulation.

(6) The title of Honorary Professor, the Diploma of Loyalty and the Diploma of Excellence shall be granted at the proposal of the departments, with the approval of the Faculty Council and the approval of the Executive Board.

(7) The titles of Doctor Honoris Causa, Honorary Senator and Professor Emeritus are granted in a festive setting, by the UTBv Senate.

(8) The title of Honorary Professor, the Diploma of Fidelity and the Diploma of Excellence shall be granted by the Department Council or the Faculty Council.

### Art. 60. Withdrawal of honorary titles

If one of the holders of the titles of art. 58 commits serious deviations from the ethics of the university or commits crimes after the title has been awarded, the university Senate or the Executive Board, have the right to withdraw their title.

## **CHAPTER XII. PROCEDURES FOR THE ADOPTION, CHANGING AND AMENDING THE CHARTER**

### Art. 61. Adoption of the Charter

(1) The UTBv Charter reflects the major options of the UTBv Community and applies throughout the university area. It is adopted by the Senate with the absolute majority (50% + 1 of the members of the Senate), the necessary quorum of sitting being of 2/3 of the total of the members, after having previously submitted to debate in the UTBv community. The Charter enters into force after the positive resolution of the relevant ministry regarding the legality notice.

(2) After its adoption, the Charter shall be published in Romanian and English on the UTBv website.

(3) At the date of entry into force of this Charter, the Charter approved by the Senate on 06.03.2012, as well as all internal provisions contrary to this Charter, shall be repealed.

### Art. 62. Modification of the Charter

(1) The initiative to amend the Charter belongs to the President of the Senate or to at least one third of the members of the Senate. Any modification of the Charter will be adopted by the Senate with the absolute majority (50% + 1 of the members of the Senate), the required quorum of sitting being 2/3 of the total members.

(2) The provisions of the Charter regarding the election of the management structures cannot be modified during the last 6 months of the Senate's mandate.

## **PART II**

### **UNIVERSITY CODE OF ETHICS AND DEONTOLOGY**

#### **CHAPTER I. SCOPE AND OBJECTIVES OF THE UNIVERSITY CODE OF ETHICS AND DEONTOLOGY**

##### Art. 1.

UTBv is a space in which future specialists are trained as responsible citizens, guided by moral values, ethical principles and norms. For this reason, UTBv is continuously committed that the activity of its members is carried out in accordance with the values and principles of academic ethics.

##### Art. 2.

The University Code of Ethics and Deontology (hereinafter the "Code") is meant to support the members of the UTBv Community in identifying and solving ethical problems, to guide morally the relations between the members of the UTBv Community, their relations with the university, with institutional partners, as well as with the local, national and international community and contribute to creating a climate of trust and respect within and outside the UTBv Community.

##### Art. 3.

The University Code of Ethics and Deontology and its application do not exclude and do not replace the legal rights and obligations of the UTBv members, nor the professional ethical code and the one for scientific research.

##### Art. 4.

The quality of member of the UTBv Community confers social prestige, but also entails professional and moral obligations. Violation of the rules of ethical and / or academic conduct is sanctioned according to the legal regulations in force and the Regulations of the University Ethics and Deontology Commission (hereinafter referred to as "the Commission").

#### **CHAPTER II. THE VALUES AND PRINCIPLES OF UNIVERSITY ETHICS**

##### Art. 5. Principles of university ethics



The life and activity of the UTBv Community is based on the following principles: legality, academic integrity, loyalty, academic freedom, merit, professionalism, responsibility, respect and tolerance, honesty, transparency, good faith, confidentiality, non-discrimination and equal opportunities.

#### Art. 6. Academic integrity

(1) Academic integrity consists in the honesty and correctness of the members of the UTBv Community and is evaluated by reference to the system of values and principles specific to it. Academic integrity contributes to maintaining the standards of excellence in research, education and community service.

(2) Within UTBv, academic integrity constitutes the essence of the university deontology; the members of the UTBv Community are obliged to exercise their profession and role honestly, in good faith, respect, responsibility and honorably.

(3) The members of the UTBv Community have the obligation to know the laws, codes and regulations regarding their activity in the university area and to comply with them.

(4) The members of the UTBv Community have the obligation not to affect the reputation of UTBv or the legitimate interests of other persons and to adopt, in all circumstances, appropriate behaviors to avoid and eliminate the conflicts of interests, corruption, deception, plagiarism and any other deviation from the principles of honesty, mutual respect or personal dignity.

(5) The teaching staff have the obligation to educate students in the spirit of academic integrity, to explicitly communicate the UTBv expectations in this regard and to ensure that the values, principles and norms of conduct in the Code are respected in all circumstances.

#### Art. 7. Loyalty

(1) Loyalty to UTBv implies the obligation of each member of the UTBv Community to act in the interest of the university, to support its objectives, strategies and policies, in order to achieve its mission and to ensure its competitiveness.

(2) The members of the UTBv Community have the obligation to defend the prestige of the institution in which they operate and to refrain from any manifestation that could harm its image or interests.

(3) The students have the obligation to behave with loyalty to UTBv and with honesty in fulfilling their professional duties, as they are prescribed in the specific regulations.

(4) It may constitute a breach of loyalty:

a) the intentional pursuit of actions that have or may have the effect of losing some patrimonial and non-patrimonial rights of UTBv;

b) engaging outside UTBv in activities that constitute acts of unfair competition;

c) expressing in public defamatory assessments towards UTBv regarding the institution's organization, the carrying out of the specific activities or actions by the institution;

d) the disclosure of information to which they have access in the practice of the job duties, if by these undue advantages are obtained or if the image or rights of UTBv are harmed.

#### Art. 8. Academic freedom

(1) UTBv promotes academic freedom under the conditions of the rule of law and respect for human rights.

(2) Academic freedom refers to the right of any member of the UTBv Community to express openly their scientific and professional opinions in courses, seminars, conferences, debates, but also to the works elaborated and presented or published.

(3) The members of the UTBv Community have the right to formulate critical opinions, expressed publicly, based on scientific, pedagogical, ethical or legal arguments. Academic freedom implies, at the same time, the respect of the academic freedom of other people in all its components and should not be used as an argument for rejecting scientific or ethical criticism, justified and necessary in the evolution of research activities of any scientific branch.

(4) The scientific objectivity is above any form of pressure arising from personal or group interests, including those of a financial nature.

(5) Each member of the UTBv Community should avoid violating the freedom of others, based on respect for differences. UTBv encourages critical approaches, dialogue, intellectual partnership and cooperation, regardless of political views, religious beliefs or sexual orientation.

(6) In the university area religious beliefs, political attachments and other categories of beliefs cannot be imposed on others by abuse of power and authority, representing a dimension of the privacy of the members of the UTBv Community.

(7) The teaching staff have the freedom to adhere to any vision in their specialized field without, however, imposing that orientation on the students in the teaching process and without ignoring the possible invalidations coming from within the same field.

#### Art. 9. Merit

(1) The only criterion of hierarchy accepted in UTBv is that of merit, which is evaluated according to the results of the professional activity.

(2) In the case of teachers and researchers, the merit can be established by reference to criteria such as: the quality of the activity carried out within the research and education projects in which they participate, the evaluation made by

students, colleagues, management, involvement in the development of the faculty, the study programme, the prestige brought to the institution and the specialized field in which they work.

(3) In the case of students, the merit can be established by applying criteria of performance evaluation and can be based on the degree of involvement in social and associative life, in civic actions, etc.

(4) For the auxiliary and administrative teaching staff, the merit may be established according to the degree, complexity and quality of the tasks provided in the job description.

#### Art. 10. Professionalism

(1) The professionalism of the members of the UTBv Community is expressed through the quality of the benefits both in the field of research and education and in the services provided to the academic and / or professional community.

(2) Professionalism implies: competence and exigency in the exercise of the profession, dedication to teaching and research, collegial solidarity and fair competition with those from UTBv and from the same field, concern for permanent professional development and maintaining high professional standards, avoiding amateurism, dilettantism and imposture in exercising the professional role, avoiding arbitrary and preferential treatment in relations with members of the UTBv Community or with persons outside it.

(3) Maintaining academic excellence in the teaching, learning and research activities is an institutional and moral obligation of the UTBv Community, applicable to all its members.

#### Art. 11. Responsibility

(1) The responsibility is promoted within the institution, both in its professional and ethical dimensions, and implies the observance by the members of the UTBv Community of the ethical and professional standards in all circumstances, including those in which the institution is publicly represented.

(2) The responsibility does not exclude the right of the members of the UTBv Community to make public criticisms - in department, council, Senate and other meetings - regarding the violation of ethical, deontological, scientific and pedagogical standards, if these criticisms are well founded and supported by evidence.

(3) The responsibility implies the refusal of the members of the UTBv Community to formulate opinions that could be interpreted as attempts to misinform, slander or denigrate programmes and / or persons within the same institution.

(4) The responsibility also implies the individual responsibility for the acts of those members of the UTBv

Community with whom the person is in guidance, mentoring, coordination, etc.

(5) The responsibility also manifests itself towards the institutions with which the members of the UTBv Community have a relationship, as well as with the local, regional, national and international communities.

#### Art. 12. Respect and tolerance

(1) UTBv is an environment dedicated to study and research, open to all members of the UTBv Community. In this regard, respect and tolerance are among the moral values that UTBv constantly promotes in order to create and maintain a favorable climate as well as harmonious, balanced and rational relations between groups and members of its academic community.

(2) Any interaction in the UTBv space should be respectful.

(3) To this end, at UTBv everyone's dignity will be respected, in a climate free of any form of exploitation, humiliation, contempt, threat or intimidation. Consequently, no one has the right to undermine the dignity of others; insulting, irreverent or vulgar language are undesirable; humiliation, intimidation, and personal attacks are unacceptable; exploitation and harassment in any form are reprehensible; intolerance, especially that based on the natural differences between people, constitutes a serious violation of the elementary moral norms, and the misunderstandings, disputes and conflicts inherent must be solved exclusively through dialogue and civilized debate, using rational arguments, consistent with reality and always oriented towards their resolution.

(4) The academic environment encourages the exchange of arguments and the diversity of opinions, through mutual respect, tolerance and cooperation.

(5) Offensive behavior, manifested by insulting, humiliating, intimidating is unacceptable and contrary to the ethics of the UTBv community, regardless of the hierarchical positions of those involved, as it can degenerate into abuse of power, when exerted upon towards subordinates, or in harassment, when repeatedly exerted upon the same person or on the same group of persons.

#### Art. 13. Good faith

Every member of the UTBv Community must exercise their rights and perform their obligations in good faith, in accordance with public order and good manners, so that the exercise of their rights will not affect the rights of other members of the community. Good faith is implied until proven otherwise.

#### Art. 14. Transparency

The principle of transparency implies access to all categories of information of interest for the members of the UTBv Community, for the institutions with which UTBv collaborates,

for the potential candidates and the general public, according to the legal provisions. This ensures equal opportunities and equal access to the UTBv resources. All information of interest to the members of the UTBv Community and for the general public will be accessible according to the law.

#### Art. 15. Confidentiality

(1) The confidentiality imposes to the members of the UTBv Community the obligation not to disclose confidential information obtained from professional activities in the absence of adequate and required authorizations, except where the members concerned have the right or obligation not to conceal it, provided that they are not used for their personal advantage or for the benefit of third parties.

(2) Each member of the UTBv Community has the obligation to respect the confidentiality in matters related to the professional activity and the privacy of the members of the community and not to provide information on the data and information thus obtained, unless authorized by law or by the member(s) in question.

#### Art. 16. Non-discrimination and equal opportunities

(1) UTBv encourages equal opportunities.

(2) In UTBv the unequal treatment of an individual in relation to others is prohibited, as well as treatment with the intention of / or which leads to the violation or limitation of the rights of an individual, on the criteria of: gender identity, race, age, disability, sexual orientation, nationality, ethnicity, religion, social status, material state or origin.

(3) Discrimination or unequal treatment of individuals is prohibited, regardless of the forms in which it manifests itself, but the application of these principles also implies that they cannot and should not be interpreted and used in such a way as to cause reverse discrimination.

#### Art. 17. Honesty

Honesty and intellectual fairness are ethical values strongly promoted by UTBv. In their absence, the right to intellectual property and the correct assessment of UTBv members' performance (students, teachers and other staff members of the UTBv Community) would suffer from unacceptable practices such as cheating, plagiarism, falsification of research results, corruption, etc.

## CHAPTER III. SEVERE INFRINGEMENTS OF UNIVERSITY ETHICS

### Art. 18. General provisions

(1) Within UTBv, the following deeds and actions constitute serious violations of ethical norms: conflict of interest, corruption, attempted corruption, data fabrication, plagiarism and self-plagiarism, fraud and facilitating fraud, unfairly obtaining advantages, harassment, sexual harassment, intimidation and insulting behavior.

(2) For the purposes of this Code, the following terms have the meaning presented below, meaning that does not exclude the meaning enshrined by normative acts of the same notions.

### Art. 19. Conflicts of interests and incompatibilities

(1) All UTBv members, regardless of their position in its hierarchy, are obliged to adopt, in any circumstance, appropriate attitudes to eliminate conflicts of interest which can significantly affect the judgments, evaluations and decisions of various people or organizations. In such situations and in others that may lead to conflicts of interest, the members of the UTBv Community will inform the appropriate forums about the conflict of interest and the state of incompatibility and will be recused from the respective roles and / or functions.

(2) Persons who are in a marital relationship, relatives by affinity, and relatives up to the third degree cannot simultaneously occupy positions within UTBv if one is in a position of management, control, authority or institutional evaluation towards the other, at any level, and cannot be appointed to doctoral committees, evaluation committees or competition commissions whose decisions affect spouses, relatives by affinity, and relatives up to the third degree.

(3) In addition to situations of conflicts of interest and incompatibilities expressly specified by the acts in force, the following situations may also be deviations:

a) when a person has multiple roles likely to alter their objectivity;

b) when the external collaborations and commitments of a member of the UTBv Community prevent them to perform the tasks specified in the job descriptions of the positions they occupy;

c) when a member of UTBv participates in commercial negotiations with companies or organizations in which they have personal interests of a financial or other nature, etc.

### Art. 20. Corruption

(1) Corruption generates unfair treatment, injustice and favoritism, undermines the application of the principle of merit and creates suspicion and distrust in the value of

diplomas, in the professional competences of graduates and members of the UTBv Community.

(2) All UTBv members have the moral obligation to prevent and combat corruption in all circumstances, corruption which, generating favoritism, inequity, injustice, suspicion, mistrust and adversity, weakens the cohesion and feeling of belonging, alters the university climate and it causes serious harm to the institution's image.

(3) Among the acts of corruption, besides those described in the normative acts, are also those which consist in the monopolization of UTBv or the faculty, the department, etc. by individuals or groups that hold power and distribute resources in a discretionary manner.

(4) UTBv is committed to severely sanction, from an institutional point of view, both the obvious acts of corruption, such as bribery and attempted bribery, as well as the less obvious ones, but no less harmful such as influence peddling, discretionary trafficking of exams or competitions, including giving hierarchical favors or based on other subjective criteria, nepotism, the application of double standards in evaluations or acts of persecution or revenge, etc.

(5) Favoritism is not to be confused with preference based on demonstrated competences.

(6) The following situations may constitute acts of corruption:

- a) bribery and attempted bribery;
- b) monopolization of departments by interest groups;
- c) falsifying or facilitating exams or competitions for filling positions;
- d) practicing hierarchical or collegial favors, etc.

#### Art. 21. Attempt of corruption

The following are considered corruption attempts: offering money, gifts or personal services to members of the UTBv Community, when the acceptance of these gifts and / or services is explicitly or implicitly conditioned by: providing services that the person offering has the legal right to receive, influencing evaluations, facilitate employment or a promotion process.

#### Art. 22. Fabrication of data

The following situations constitute serious deviations from the good conduct in teachers', researchers', and students' research activities: the use of non-real data in a research or experiment, intentionally altering the data of a research or experiment, quoting non-existent articles, etc.

#### Art. 23. Plagiarism

(1) The knowledge of the legal regulations regarding the intellectual property and the rules of academic writing is a

professional obligation of the teaching staff, of the researchers, of the doctoral students and of the students. Ignoring these regulations and rules is not an excuse for plagiarism.

(2) For the purpose of a good dissemination of the general and domain-specific legal requirements, the university, in accordance with the provisions of Law no. 1/2011, including subsequent amendments and additions, and of Law no. 206/2004, including subsequent amendments and additions, and of the implementing regulations, provides educational, administrative and technical measures, which contribute to guaranteeing the originality of the bachelor's, master's and doctoral theses, as well as any scientific papers or other works.

(3) The educational measures include:

i. The professional and moral obligation of the teachers to explicitly inform students and doctoral students of the rules of academic writing and to ensure their compliance in all circumstances;

ii. Informing the UTBv Community about plagiarism cases and situations that may generate suspected plagiarism;

iii. Regularly informing the UTBv Community about the rules of ethics and deontology in scientific research.

(4) Plagiarism is defined as taking all or part of a material made by another author and passing them as one's own either in a written work, such as articles, books, university courses, reports, degree papers /diploma / master / doctorate, etc., or in an oral presentation.

(5) The following can be considered plagiarism:

a) the compilation of fragments from several sources / authors, without clear references to the source texts;

b) the interplay between plagiarized text fragments and one's own material;

c) retrieval of a text without clear references, with the modification of some expressions in the text, and / or the reversal of paragraphs / sentences / chapters;

d) omitting the clear citation markings in the text and the correct and complete mention of the source work in the bibliography;

e) presentation of the same work in several publications - this type of plagiarism bears the name of self-plagiarism; the theme can be resumed, the content of the work cannot;

f) plagiarism can be intentional (plagiarism itself) or by negligence (misuse of the citation system or incorrect and complete indication of the source of a material).

(6) The material on which plagiarism is committed may be a book or part of a book, an article, a web page, a course, another work (in the case of reports, for example, the work of a colleague).

(7) In conceiving an academic paper of any kind or of an oral presentation, the distinction between paraphrasing and actual citation shall be considered. The presentation of a



quotation (block text from a material belonging to another author or the author of the present work in a previous publication) as a paraphrase (rendering an author's idea / argument) without the use of indications that conventionally signal the presence of a citation also constitutes plagiarism.

(8) It is not plagiarism to use short phrases or definitions, considered by the community of specialists as part of common notions of the respective discipline. However, given that such an assessment implies a degree of subjectivity, it is recommended that authors exercise their discernment and pay greater attention to the use of such expressions or definitions.

(9) To be valid, an allegation of plagiarism must be accompanied by clear evidence of plagiarism, by indicating the text or texts from which it has been plagiarized; the indicated material need not be the primary source of plagiarism: if two (or more) reports / articles submitted simultaneously contain common fragments, without explicit references to sources, this is sufficient to substantiate an allegation of plagiarism; if the material presented as one's own contribution or a fragment thereof is identified on a web page and the source (indicated or not) is the same, this is sufficient to substantiate an allegation of plagiarism;

(10) The use of existing software in the university, in order to prove similarities that may have the effect of suspected plagiarism, must be doubled by a critical judgment of competent persons.

(11) Reporting of intellectual fraud is a moral duty of the members of the UTBv Community. The reporting of such deviations cannot be followed by sanctions, relegation, demotion or any other forms of repression by the management of the department / faculty or by other persons.

(12) The principle of good faith and transparency is fundamental in the identification and discussion of possible copyright infringement. The initiators of such notices should pursue solely the purpose of protecting academic integrity, not personal goals or vain interests. This type of initiative should have the result of clarifying the facts and restoring property rights.

(13) The infringement of intellectual property rights takes various forms, and in evaluating and penalizing the facts, their context and their seriousness from the moral and institutional point of view will be considered.

a) Accidental and insignificant errors must be detected and treated adequately, but they cannot be on an equal footing with the systematic practices of fraudulent appropriation of the results of other authors. As in any situation created through reprehensible behaviors, it is essential to establish the existence or non-existence of intent and of the deliberate character. In all assessments and decisions regarding the infringement of intellectual

property or the violation of the rules of good academic practice, this distinction will be considered.

b) The absence of an intention of fraudulent appropriation of the contributions and merits of other authors eliminates the moral guilt of those involved and diminishes (proportionately) the appropriate institutional sanction, but does not exempt from any responsibility, does not cancel the regrettable nature of the act and does not justify its being ignored. In this case, it must be verified if the act was committed because of lack of professionalism, lack of seriousness or lack of academic scrupulousness.

c) The purpose and results of the acts committed shall be considered; the seriousness of these acts increases with the importance of their consequences - for example, obtaining academic positions, distinctions, prizes or benefits (titles, academic roles, etc.) by infringing copyrights has a higher level of gravity than other deviations in the same category.

d) UTBv aims primarily to play a constructive role, to educate the community in the spirit of respect for intellectual property and full academic integrity; especially in the case of students and of involuntary deviations, the formative objectives, not the punitive ones, have priority.

#### Art. 24. Fraud and the facilitation of fraud

(1) Deceit in the academic evaluation implies fraud in the evaluation and it seriously affects the quality of the university education and the moral standards of the community. Any act by which its beneficiary presents knowledge or skills that it does not possess in reality is considered to be a deception, seeking to obtain improper grades or merits. In this regard:

a) students will submit for evaluation only works that reflect their work, skills and competences;

b) it is fraudulent to substitute persons for an examination in order to obtain a promotion or an undue grade.

(2) Reporting of the deception is a moral duty of the members of the UTBv Community. The reporting of such deviations cannot be followed by sanctions, relegation or any other forms of repression by the management of the department / faculty or by other persons.

(3) Other forms of deception may consist of:

a) the inclusion in one's CV or other documents of fictitious data or the presentation of incorrect or non-existent references;

b) the inclusion of unreal data in applications for financing or in projects.

(4) Any person providing intentional assistance to another person committing fraud as defined by this Code shall be considered to facilitate fraud.

#### Art. 25. Harassment

(1) UTBv condemns harassment in its general meaning of degrading, intimidating or humiliating behavior that pursues or leads to a serious impairment of a person's ability to naturally carry out professional and study activities or exercise their rights, regardless of the forms in which it might manifest itself.

(2) Harassment in forms such as: misogyny, sexism, racism, chauvinism, xenophobia, homophobia, harassment regarding religious or political beliefs is inconsistent with UTBv's non-discrimination and equal opportunities policies and prevents staff and students to benefit from a fair and respectful treatment.

(3) The acts of harassment mentioned in this Code will be sanctioned even if they take place outside of the university area, if they are directly related to the activity carried out within the UTBv, whether the facts are committed personally or through intermediaries.

(4) Harassment based on abuse of power, exercised by persons with higher hierarchical function to the victim, teachers on students or evaluators on those being evaluated is a serious misconduct.

(5) Harassment usually consists of repeated behavior of physical and verbal threats, humiliating criticism, sexual advances, etc., but can also consist of single acts, when they are aggressive in nature.

(6) Harassment may be directed against a person or may consist of acts which create a hostile academic environment, leading to serious damage to the ability of the members of a group to carry out their academic activities or to exercise their individual rights.

#### Art. 26. Sexual harassment

(1) Actions that create a climate of intimidation, fear and hostility shall be considered offensive to anyone. Each member of the UTBv Community must know UTBv is opposed to sexual harassment and that this kind of behavior is forbidden both by law and by university policies and norms.

(2) Sexual harassment consists of unwanted sexual advances, requests for sexual favors and other verbal or physical manifestations of a sexual nature:

a) when the acceptance or rejection of such behavior is related to the conditioning of the training, evaluation, employment, promotion or participation in the university activities, and / or

b) which, by intimidation, hostility, offense, affects the work, performance, life or environment of a person's activity.

(3) Forms of manifestation of sexual harassment may be considered:

a) insistence on obtaining sexual services or benefits by any means, when the harassed person has clearly rejected such propositions;

b) remarks with obvious sexual content insistently made by a person from the UTBv Community and their repetition despite the rejection reactions;

c) conditioning the promotion of an exam, evaluation, or obtaining other advantages for a student by the meeting with the teacher in a private context;

d) systematic statements of sexist remarks, jokes with sexual connotations or sexual fantasies despite the disapproval and protests of those present;

e) sending unsolicited or unwanted pornographic or obscene materials; physical touch, with erotic-sexual connotations of a person without their consent.

Art. 27. Intimidation and insulting behaviour

UTBv does not allow insulting behavior or acts of insulting, intimidating or humiliating expression directed against participants in UTBv's activities, regardless of who they are. The insulting behavior contravenes with the university ethics both when it intervenes between persons in the same position and between persons in different hierarchical positions. Such acts, oriented against those of a lower hierarchical position, constitute a form of abuse of power. Repeating such behavior towards the same person or group is a form of harassment. Firmness and severity are not insulting behaviors unless they become excessive and are systematically and unfairly directed at the same person or group, in which case they become acts of persecution.

Art. 28. Procedure for notifying and resolving possible violations of university ethics and deontology

(1) For deviations from the proper conduct in the research-development activity, the university management shall apply one or more of the following sanctions to the authors of the works in question:

a) written warning;

b) the withdrawal and / or correction of all the works published by violation of the norms of good conduct;

c) decrease of the basic salary, cumulative, if applicable, with the management, administration and / or control allowance;

d) suspending, for a determined period between 1 and 10 years, the right to register for a competition for a higher

position or for a management, administration and control position or as a member in competition boards;

e) dismissal from the management position of the university;

f) disciplinary termination of the employment contract.

(2) The procedure for notifying and resolving possible violations of university ethics and deontology are provided by the Regulations of the University Ethics and Deontology Commission, approved by the Senate of Transilvania University of Braşov.

This Charter was adopted in the session of the Senate of Transilvania University of Braşov on the 06.07.2016, received the approval from the Ministry of National Education and Scientific Research on 06.10.2016 and was published on the university's website on 24.10.2016.

RECTOR,  
Prof. Dr. Eng. Ioan Vasile ABRUDAN  
STOICA

PRESIDENT OF THE SENATE,  
Prof. Dr. Emil