

## **CODE OF ETHICS AND PROFESSIONAL CONDUCT**

### **Legal provisions**

This Code of Ethics and Deontology is based on the relevant national laws (Law no. 183/2024 on the status of research, development and innovation personnel; Law no. 53/2003 (Labor Code), republished, with subsequent amendments and additions; Law no. 202/2002 on equal opportunities and equal treatment between women and men; Law no. 8/1996 on copyright and related rights, with subsequent amendments and additions; HG no. 305/2024 for the approval of the Framework Code of University Ethics and Deontology; Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination), as well as in accordance with the internal regulations establishing the functioning and organisation of the New Europe College (NEC).

The NEC adheres to all the principles of the “European Code of Conduct for Research Integrity”, published by ALLEA and available [here](#).

### **Objective:**

This Code regulates the general framework on the principles and rules of professional ethics and professional conduct applicable within the NEC. It is intended for people in the NEC community, like fellows, researchers, and employees of the College, as well as other people who have had this status (alumni, research associates) in relation to their work while they were with the NEC.

The Code supports the usual principles of morality, ethics, and academic and professional honesty that are found in similar research institutions from around Europe. It governs relations within the NEC community, aiming to strengthen a climate of trust and respect that enables the smooth conduct of professional activity and fosters quality enhancement in the research activities carried out at the NEC.

The terms used in this document (co-authorship, plagiarism, etc.) are those defined in the Framework Code of University Ethics and Deontology, annex to HG no. 305/2024.

### **Principles of academic ethics and professional deontology**

The values promoted by this Code are: academic freedom and personal autonomy, fairness and integrity, transparency, accountability, responsibility, respect and tolerance, equal opportunities, intellectual property, honesty, etc. NEC respects all the principles of academic ethics and professional responsibility included in national and European legislation, as well as the best practice regulations of similar research institutions. Some of these principles are:

**Academic freedom and personal autonomy.** The NEC is an apolitical institution that promotes academic freedom, meaning that any member of our community has the right to express

their academic and professional views in the meetings we organise or in published texts. This is one of the main pillars on which the NEC was founded. Members of the NEC community have complete autonomy over their academic and professional career development decisions. Any discrimination or interference that restricts these freedoms is against our principles and is against the law.

**Fairness and integrity:** members of the NEC community must treat each other fairly and honestly. The NEC promotes equality of opportunity in all matters relating to the recruitment and selection of fellows or the employment of researchers. Selection is made on an exclusively meritocratic basis, in relation to the specific requirements of each fellowship programme or research project. The NEC also makes sure that everyone involved in research activities gets the credit for their ideas. The College encourages and supports the publication of research results by NEC members. All forms of plagiarism, self-plagiarism, falsification of results or data, etc. go against our principles and are punishable by law.

**Transparency.** The NEC respects the principle of transparency, making public information that is of interest to our academic community, potential candidates, funding institutions or the general public. Hiding, falsifying or misrepresenting information, in compliance with the GDPR provisions for personal data, goes against our principles. Members of the NEC community who conduct research as part of their collaboration with the College must acknowledge NEC affiliation when publishing the results of that research.

**Responsibility, respect and tolerance.** The NEC does not accept any form of harassment, humiliation or intimidation. Any discriminatory behaviour that undermines human dignity goes against our principles and is punishable by law.

### **Conflicts of interest and incompatibilities**

Members of the NEC community comply with the legal rules on preventing and combating conflicts of interest and incompatibilities. Any situations of conflict of interest or incompatibility must be brought to the attention of the NEC management immediately.

### **Application of the Code of Ethics and Professional Conduct**

By their contract of collaboration/labour with the NEC, fellows, researchers and NEC staff also acknowledge to respect the principles of this Code. If there is a breach of these principles, it must be reported in writing to the NEC, and the management will investigate and resolve the issue in accordance with the law.