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Approved by the Board of Administration
02.12.2024

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Code of Ethics and Professional Conduct

The “**Carol Davila**” University of Medicine and Pharmacy in Bucharest (U.M.F. “**Carol Davila**”) is a higher education institution operating under **Higher Education Law no. 199/2023**, published in the *Official Gazette of Romania, Part I, No. 614/5.VII.2023*.

The University respects the dignity of each of its members and promotes academic integrity, equality of rights, intellectual partnership, and cooperation, regardless of political opinions or religious beliefs. Its members commit to actively participating in the fair development of the University and society as a whole.

This Code of Ethics was developed based on the **Framework - Code of Academic Ethics and Professional Conduct**, adopted by Decision No. 305 of April 4, 2024, and on Higher Education Law no. 199/2023.

CHAPTER I

Scope and General Principles

Art. 1. — The Code of ethics and academic professional conduct, hereinafter referred to as “*the Code*,” regulates the general framework regarding principles and norms of academic ethics and is mandatory for the staff included in Higher Education Law no. 199/2023, as subsequently amended and supplemented, as well as for other persons who have been or are members of the academic community of the “Carol Davila” University of Medicine and Pharmacy in Bucharest after the entry into force of the aforementioned law.

Art. 2. —

(1) The purpose of the Code of Ethics is to increase quality in the educational and research process and to strengthen a atmosphere of trust and respect within the U.M.F. “Carol Davila” community by regulating members’ conduct and providing principles and values that establish models of behavior, cohesion, and capitalization of the academic community’s potential.



(2) All members of the university community are required to comply with the norms of ethics and professional conduct and are accountable for their violation. U.M.F. “Carol Davila” is responsible within the framework of public accountability of higher education institutions.

Art. 3. — The following principles of academic ethics and professional conduct are mandatory:

- a) academic freedom;
- b) the public accountability principle;
- c) the principle of equity;
- d) the non-discrimination and equal opportunities principle; the transparency principle;
- e) the moral and professional integrity principle; the right to defense principle;
- f) the principle of independence from any moral, scientific, religious, political, or economic influence;
- g) the respect for rights and freedom principle;
- h) the moral, social, and professional responsibility principle;
- i) the principle of protection of cultural identity and intercultural dialogue;
- j) the principle of impartiality and objectivity;
- k) the principle of prioritizing the best interest of the direct beneficiary;
- l) loyalty to U.M.F. “Carol Davila”.

Art. 4. — Definitions: Within this code, the terms and phrases below have the following meanings:

- *co-author*: any person listed as an author of a scientific publication;
 - *fabrication*: reporting fictitious results or data which are not the result of actual research and development activities;
 - *falsification*: selective selective reporting, dismissal of unwanted data or results, manipulation of visuals, or alteration of experimental or numeric data in order to obtain the data expected, without reporting the alterations made, with a view to distorting the scientific truth;
- a) *plagiarism*: presenting as one’s own original work or scientific contribution, in a written work (including in electronic format), texts, ideas, proofs, data, theories, results, or scientific methods taken from the written works (including in electronic format) of other authors, without acknowledging this fact or citing the original sources;
- *self-plagiarism*: the republication of substantial parts of one’s own previous publications, including translations, without properly indicating or citing the original.
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CHAPTER II

Monitoring and Oversight of the Application of Academic Ethics and Professional Conduct Standards

Art.5 A University Ethics Committee is hereby established at the "Carol Davila" University of Medicine and Pharmacy, with a four-year mandate, which operates independently of any other structure or individual within the institution of higher education

Art.6 The regulations governing the organization and operation of the University Ethics Committee at the "Carol Davila" University of Medicine and Pharmacy shall be adopted based on the framework regulations approved by order of the Minister of Education.

Art.7 The University Ethics Committee at the "Carol Davila" University of Medicine and Pharmacy is responsible for preventing and eliminating acts that may give rise to unethical behaviours or practices, and for analyzing reports regarding the acts that may constitute violations of university ethics and professional conduct.

Art.8 The University Ethics Committee of the "Carol Davila" University of Medicine and Pharmacy may be notified by any person regarding the commission of an act that may constitute a violation of university ethics and professional conduct. The report shall be submitted in writing or online and shall be registered with the institution's registry office, regardless of whether it is admissible or inadmissible.

Art.9

(1) To be admissible, the complaint must cumulatively meet the following conditions:

a) the signature of the person filing the complaint;

b) the identifying information of the person filing the complaint: the first and last name of the individual or the name of the legal entity, their address, and, where applicable, a mailing address, which may also be an email address;

c) a detailed explanation of the breach of ethical and professional standards, including specific examples and citing the supporting rationale and sources of documentation.

(2) Complaints that do not meet the admissibility criteria set forth in paragraph (1) shall be dismissed as inadmissible by the university ethics committees.

(3) The confidentiality of the complainant must be maintained.

Art. 10. — The decisions of the ethics committees regarding the acceptance or rejection of complaints may be appealed to the National Commission for the Accreditation of Academic Titles, Diplomas, and Certificates, hereinafter referred to as CNATDCU, and to CNEMU.



Art. 11. The Ethics Committee of the “Carol Davila” University of Medicine and Pharmacy guarantees the right of every person to receive impartial, fair, and objective treatment.

CHAPTER III

General Ethical Norms

SECTION I

General Provisions

Art. 12. — The rules of academic ethics and professional conduct include:

- a) rules of ethics and professional conduct in teaching and research activities;
- b) rules of ethics and professional conduct in scientific communication, publication, dissemination, and popularization;
- c) standards of ethics and professional conduct in the exercise of duties related to leadership positions;
- d) standards of ethics and professional conduct regarding respect for human life and dignity;
- e) standards of ethics and professional conduct applicable to students, doctoral students, postdoctoral researchers, or other categories of learners.

SECTION 2

Ethical and Professional Standards in University Teaching and Research

Art. 13. — In academic teaching and research activities at the "Carol Davila" University of Medicine and Pharmacy, ethical and professional standards require teaching and research staff to:

- a) report actual results or data from their own research and development activities;
- b) report experimental data, data obtained through computer calculations or numerical simulations, or data and results obtained through analytical calculations or deductive reasoning, as the result of their own work;



- c) refrain from any activity that hinders, impedes, or sabotages the teaching or research activities of others, including by unjustifiably blocking access to spaces designated for university research, by damaging, destroying, or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances, or living matter necessary for other persons to carry out, conduct, or complete teaching or research activities;
- d) comply with the legal provisions regarding conflicts of interest and incompatibilities set forth in Articles 20 and 21 and disclose any conflicts of interest or incompatibilities in the evaluation process;
- e) maintain confidentiality during the evaluation;
- f) refrain from any act of discrimination during evaluations, based on the criteria set forth in Article 2(1) of Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, as republished, with subsequent amendments and additions;
- g) be objective in conducting evaluation procedures. In teaching activities, the evaluation and grading of the academic performance and achievements of direct beneficiaries must comply with the grading policies and pre-established grading criteria of the “Carol Davila” University of Medicine and Pharmacy;
- h) not to plagiarize, with the obligation to cite all bibliographic sources used;
- i) comply with the legal provisions and procedures regarding university ethics and professional conduct set forth in this code
- j) enforce the sanctions established by the university ethics committees, the CNATDCU, or, as the case may be, the CNEMU;
- k) comply with the legislation in force regarding research conducted on human subjects or through experiments involving animals, as well as any other aspects related to research ethics;
- l) acknowledge in the research results all persons who gave their consent and were involved in the development of the research or intellectual creation, who shall be entitled to all rights arising therefrom.

SECTION 3

Ethical and Professional Standards in Scientific Communication, Publication, Dissemination, and Popularization



Art. 14. — In scientific communication, publication, dissemination, and popularization, ethical and professional standards require all members of the academic community to:

- a) obtain a person's consent for inclusion in the list of authors of a scientific publication;
- b) publish or disseminate unpublished scientific results, hypotheses, theories, or methods only with the consent of all authors;
- c) provide accurate and truthful information in grant or funding applications, in habilitation application files, and in application files for teaching or research positions;
- d) accept and list as authors in the research results only those persons who actually participated in its development, as well as mention all persons involved, after obtaining their consent, in the research development process.

SECTION 4

Ethical and Professional Standards in the Performance of Management Duties

Art. 15. — While performing management duties, ethical and professional standards require personnel in management positions to:

- a) comply with the legal framework governing public accountability;
- b) refrain from invoking their position to claim authorship or co-authorship of publications by subordinates;
- c) use their authority to obtain salary, remuneration, or other material benefits from research and development projects led or coordinated by subordinates;
- d) use one's authority to obtain the status of author or co-author of publications by subordinates or to obtain salary, remuneration, or other material benefits for spouses, in-laws, or relatives up to and including the third degree;
- e) obstruct the work of the university ethics committee or an investigative committee during the investigation of violations of university ethics and professional conduct;
- f) comply with the legal provisions and procedures regarding university ethics and professional conduct set forth in this Code of University Ethics and Professional Conduct;
- g) enforce the sanctions established by the university ethics committees, the CNATDCU, or, as the case may be, the CNEMU.



Art. 16. — The rules of ethics and professional conduct regarding respect for human life and dignity require members of the academic community to:

- a) respect the right to education of direct beneficiaries;
- b) respect the rights of all members of the academic community;
- c) refrain from verbal and physical aggression and humiliating treatment toward both direct beneficiaries of education and other members of the academic community;
- d) ask for, accept, or collect money, gifts, or the provision of certain services in order to obtain preferential treatment or other advantages;
- e) respect the dignity of the direct beneficiaries and their right to education and the prestige of the profession;
- f) acknowledge the profession, the responsibility and trust conferred by society, as well as the internal obligations arising from this trust;
- g) refrain from any form of exploitation, harassment of any kind, or discrimination on grounds of political affiliation, race, religion, sex, sexual orientation, national origin, marital status, disability and/or medical condition, age, citizenship, or other arbitrary or personal grounds;
- h) respect, show honesty, integrity, solidarity, cooperation, fairness and equity, tolerance, mutual support, confidentiality, fair competition, and collegial relationships.

SECTION 5

Ethical and Professional Standards Applicable to Undergraduate Students, Graduate Students, Postdoctoral Researchers, and Other Categories of Students

Art. 17. — In their capacity as undergraduate students, graduate students, postdoctoral researchers, or other students, these ethical and professional standards require them to:

- a) respect the copyrights of others in the works they produce;
- b) prepare and defend original coursework and original final theses;
- c) adhere to the general ethical and professional standards of the academic community.

SECTION 6



Conflict of interest

Art. 18. — The following situations constitute a conflict of interest:

- a) simultaneous holding of positions by persons who are spouses, in-laws, or relatives up to and including the third degree, where one person is in a direct position of management, control, authority, or institutional evaluation over the other at any level within the “Carol

Davila” University of Medicine and Pharmacy

- b) participation as a member in doctoral committees, evaluation committees, or competition committees, where the decision concerns spouses, relatives, or in-laws up to and including the third degree;
- c) participation within the same committee, established in accordance with the law, of persons who are spouses, relatives, or in-laws up to and including the third degree;
- d) participation of a person who is a member of committees of the Ministry of Education in the review of a matter related to the institution of which they are a member as part of the academic community.

SECTION 7

Incompatibilities

Art. 19. — The following situations constitute incompatibility:

- a) a person holds or concurrently exercises the leadership positions of rector, vice-rector, dean, associate dean, department director, or director of a research and development unit, design, or micro-production unit, director of a university branch/extension, or the position of president of the university senate, and a leadership position provided for in Art. 131(2) of the law;
- b) a person holds or exercises one of the leadership positions of rector, vice-rector, dean, associate dean, department director, or director of a university branch/extension and is appointed or elected to the position of minister, secretary of state, mayor, deputy mayor, or president of the county council;
- c) an authorizing officer at the “Carol Davila” University of Medicine and Pharmacy concurrently holds or exercises another position as an authorizing officer of a central or local public institution;



d) a person concurrently holds the position of member of the board of directors of a state higher education institution and the position of partner or shareholder in a commercial company established by the state higher education institution under the conditions provided for in Article 16(1) of the law.

Art. 20. — (1) Persons in a situation of incompatibility have 15 days to resolve the situation of incompatibility, including by suspending themselves from one of the positions.

(2) In the event of a conflict of interest, the teaching or research staff member is required to cease performing any activity provided for in Article 18(a)–(c) and to immediately inform the immediate supervisor to whom they report. The latter is required to take the necessary measures to ensure the impartial performance of the specific activities within a maximum of 3 days from the date of becoming aware of the situation.

(3) In the cases provided for in paragraph (2), upon the proposal of the immediate supervisor to whom the teaching or research staff member in question is directly subordinate, another person with the same qualifications and level of experience shall be designated.

(4) In the event of a conflict of interest as provided for in Article 18(d), the person in question is required to abstain from participating in the committee's decision-making regarding the matter subject to the conflict of interest. In this situation, the abstention shall not be taken into account in determining the outcome of the vote.

CHAPTER IV

Liability for Violations of Academic Ethics and Professional Conduct

SECTION 1

Violations of Academic Ethics and Professional Conduct

Art. 21. — Persons who have been or are members of the academic community and who have committed violations after the effective date of this law shall be held civilly, administratively, professionally, or disciplinarily liable, as applicable.

Art. 22. — Violations of the rules of academic ethics and professional conduct in teaching and research activities, as provided for in Art. 14, are as follows:

a) fabricating results or data and presenting them as experimental data, as data obtained through computer calculations or numerical simulations, or as data or results obtained through analytical calculations or deductive reasoning;



- b) falsifying experimental data, data obtained through calculations or computer simulations, or data or results obtained through analytical calculations or deductive reasoning;
- c) deliberately hindering, obstructing, or sabotaging the teaching or research activities of others, including by unjustifiably blocking access to spaces designated for university research, by damaging, destroying, or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances, or living matter necessary for other persons to conduct, carry out, or complete teaching or research activities;
- d) violating the legal regime governing conflicts of interest and incompatibilities provided for in Articles 20 and 21, and failure to disclose situations of conflict of interest or incompatibility in the evaluation process;
- e) failure to respect confidentiality in the evaluation process;
- f) discrimination, in the context of evaluations, based on the criteria set forth in Article 2(1) of Government Ordinance No. 137/2000 on the prevention and sanctioning of all forms of discrimination, as republished, with subsequent amendments and additions; g) fraud in the evaluation process;
- h) plagiarism;
- i) failure to comply with the legal provisions and procedures regarding academic ethics and professional conduct, as set forth in this Code of Academic Ethics and Professional Conduct, which forms part of the university charter, as applicable, including failure to implement sanctions established by the university ethics committees, the CNATDCU, or, as applicable, the CNEMU;
- j) compromising the integrity of the evaluation process by failing to comply with the evaluation methods set forth in the course syllabus, as well as by a faculty member examining a person who is their spouse or a relative up to the third degree, without prior notification to the faculty administration in order to identify possible solutions that would guarantee the integrity of the evaluation.

Art. 23. — The following constitute violations of the ethical and professional standards in scientific communication, publication, dissemination, and popularization, as provided for in Art. 14:

- a) including a person in the list of authors of a scientific publication without that person's consent;



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

c) the inclusion of false information in grant or funding applications, in application files for habilitation, or for teaching or research positions; d) failure to cite all sources used;

e) the omission of persons involved in the research or creative work, thereby preventing them from benefiting from all rights arising therefrom;

f) failure to mention the sources of funding for research projects in the case of all results arising from those projects.

Art. 24. — Violations of ethical and professional standards in the exercise of duties related to the leadership positions provided for in Art. 15 include:

a) violation of the legal regime governing public accountability;

b) abuse of office to obtain the status of author or co-author of publications by subordinates;

c) abuse of authority to obtain salary, remuneration, or other material benefits from research and development projects led or coordinated by subordinates;

d) abuse of authority to obtain the status of author or co-author of publications by subordinates or to obtain salary, remuneration, or other material benefits for spouses, in-laws, or relatives up to and including the third degree;

e) obstructing the work of a university ethics committee or an investigative committee during the investigation of violations of university ethics and professional conduct;

f) failure to comply with the legal provisions and procedures regarding university ethics and professional conduct set forth in the law and in the Code of University Ethics and Professional Conduct, which forms part of the university charter, as applicable, including failure to enforce sanctions established by university ethics committees, the CNATDCU, or, as applicable, the CNEMU.

Art. 25. — Violations of the ethical and professional conduct standards regarding respect for human life and dignity, as provided for in Art. 16, include:

a) violations that undermine the protection of the rights of the direct beneficiaries of the right to education;



- b) breaches that undermine the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
- c) breaches that undermine the recognition of the profession, the responsibility and trust conferred by society, as well as the internal obligations arising from this trust.

Art. 26. — Violations of the ethical and professional conduct standards applicable to students, doctoral students, postdoctoral researchers, or other categories of learners are as follows:

- a) violations of the ethical and professional conduct standards applicable to students, doctoral students, postdoctoral researchers, or other categories of learners as provided for in Art. 17
- b) compromising the integrity of the evaluation process through the use by the persons being evaluated of materials used in the evaluation process that were not prepared by them, or the use of the same materials by them for different evaluations, as well as through the failure to disclose a family relationship up to and including the third degree with the evaluating faculty member.

SECTION 2

Sanctions for violations of academic ethics and professional conduct

Art. 27 — (1) The sanctions applicable to teaching, teaching support, and research staff, including those in leadership positions, for violations of academic ethics and professional conduct are:

- a) a written warning;
- b) the withdrawal and/or correction of all works published in violation of academic ethics and professional conduct standards;
- c) removal from a leadership position;
- d) prohibition, for a specified period, of access to competitive public funding;
- e) suspension, for a specified period of between one and five years, of the right to apply for a senior position or a leadership position, or to serve as a member of selection committees;
- f) dismissal from teaching or research positions.

(2) The sanctions provided for violations of academic ethics and professional conduct, applicable to students, doctoral students, postdoctoral researchers, or other categories of students, are:



- a) a written warning;
- b) the annulment of assessment results;
- c) expulsion;
- d) other sanctions provided for by the higher education institution's code of academic ethics and professional conduct.

CHAPTER V

Transitional and Final Provisions

Art. 28 — If the acts committed constitute criminal offenses, they shall be reported to the competent criminal prosecution authorities, in accordance with the law. The obligation to report rests with the person or entity that became aware of the commission of the act

Art. 29— In university teaching and research activities, teaching and research staff are required to conduct themselves in accordance with the norms of academic ethics and professional conduct and to implement the sanctions established by the National Council for Ethics in Scientific Research, Technological Development, and Innovation, hereinafter referred to as CNECSDTI; failure to comply with these constitutes a disciplinary offense. 1) The decisions of ethics committees, whether to admit or reject a case, may be appealed, depending on their subject matter, to the CNECSDTI if they do not fall within the jurisdiction of the CNATDCU or CNEMU, in accordance with the law and their organizational and operational regulations adopted by order of the Minister of Education.