



Reference documents:

Higher Education Act no. 199/2023, as subsequently amended and supplemented

Law no. 206/2004 on good conduct in scientific research, technological development and innovation, as subsequently amended and supplemented

Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions

HG no. 305/2024 for the approval of the Framework Code of university ethics and deontology

Charter of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș

THE CODE OF ETHICS AND UNIVERSITY DEONTOLOGY

Regulation code: UMPHST-REG-02

Edition 06

Drafted by: Drafting committee

Date: 31 January 2026

Verified by: Legal Adviser

Date: 31 January 2026

Approved by: Administrative Board
The University Senate

Date: 16 March 2026

Date: 17 March 2026

<i>Date of approval by the Ministry/ date of enforcement:</i>	16 April 2026
<i>Date of withdrawal:</i>	



Scope, general principles, purpose

Article 1. The Code of University Ethics and Deontology of UMPHST G.E. Palade Târgu Mureș regulates the general framework regarding the principles and rules of university ethics and deontology. The provisions of the Code of University Ethics and Deontology of UMPHST G.E. Palade Târgu Mureș are mandatory for all categories of staff (teaching and research staff, auxiliary teaching, research and administrative staff, students, Phd. students, trainees, persons who have the status of member of the university community by decision of the university Senate) provided in the Higher Education Act no. 199/2023, as well as for other persons who were or are members of the academic community after the date of entry into force of Higher Education Act no. 199/2023.

Article 2.

(1) The purpose of the Code of Ethics and University Deontology of UMPHST G.E. Palade Târgu Mureș is to increase the quality of the educational and research process, as well as to strengthen the trust and respect climate within the university community. This Code regulates the conduct University members and establishes principles and values for models of behavior, cohesion and valorization of the potential of the academic community.

(2) The provisions of the Code of University Ethics and Deontology of UMPHST G.E. Palade Târgu Mureș are mandatory for all members of the University community. The responsibility for compliance with the rules of academic ethics and deontology remains with the members of the academic community.

Article 3. This Code includes the following principles of academic ethics and deontology:

- a) academic freedom;
- b) public liability;
- c) equity;
- d) non-discrimination and equal opportunities;
- e) transparency;
- (f) moral and professional integrity;
- (g) right to defense;
- (h) independence from any moral, scientific, religious, political, economic or other influence in teaching or research activity;
- i) ensure the rights and freedoms of university community members;
- j) moral, social and professional responsibility;
- (k) to guarantee the cultural identity of all members of the academic community and to promote intercultural dialogue;
- l) impartiality and objectivity;
- m) to promote the best interests of the direct beneficiary.

Article 4. Definitions and clarifications for terms and expressions used in this Code:



- a) co-author of a publication - is any person nominated in the list of authors of a scientific publication;
- b) fabrication of data or results - means the reporting of fictitious data or results, which do not reflect the real results of the research- development activity;
- c) falsification of results or data - involves selective reporting or removal of unwanted results or data, manipulation of representations or illustrations, damaging, destroying or manipulation (alteration) of experimental or numerical apparatus to obtain the desired data, without reporting the alterations or modifications with the purpose of distorting the scientific truth;
- (d) Plagiarism - is the presentation as a supposedly personal scientific creation or contribution in a written work, including in electronic format, of texts, ideas, demonstrations, theories, data, results or scientific methods taken from written works, including in electronic format, of other authors, without mentioning this fact and without citing the original sources;
- e) Self-plagiarism - is the republication of significant parts of own previous publications, including translations, without indicating or citing properly the original source.

Monitoring and enforcement of university ethics and deontology rules

Article 5. The National Commission for Ethics in University Management (NCEUM), rules on conflictual situations related with the ethics of university management non-compliance and those aimed to violate public liability.

Article 6. Within UMPHST G.E. Palade Târgu Mureș operates the University Ethics Commission, with 4-year mandate. The University Ethics Commission operates independently from any structure or person within the University.

Article 7. The University Ethics Commission of UMPHST G.E. Palade Târgu Mureș is formed in order to:

- prevent and eliminate facts that may generate unethical elements or practices;
- analyze complaints of acts committed that may constitute violations of university ethics and deontology.

Article 8. The University Ethics Committee verify the violations of the rules of university ethics and deontology. Any person may complain to the University Ethics Committee about the committing of an action which may constitute a breach of the principles of university ethics and professional conduct. Complaints must be in written format and submitted in physical or online and must be registered at the University Registry, regardless of whether it is admissible or inadmissible.

Article 9.

- (1) The complaints referred to in Article 8 must contain all of the following in order to be admissible:
 - (a) the signature of the person submitting the complaint;
 - b) the identification data of the person submitting the complaint: full name or the name of the legal entity, its address and, where appropriate, its correspondence address, which may also be an e-mail address;



c) The complaint must contain a reasoned statement of the reasons for the failure of comply with the rules of professional ethics and professional deontology, accompanied by concrete examples and indicating the justifying reasons and sources of documentation.

(2) Where complaints do not meet the admissibility criteria referred to in paragraph (1), they will be rejected as inadmissible by the University Ethics Committee.

(3) The University Ethics Committee keeps the identity of the author of the complaint confidential.

(4) By exception to the provisions of paragraph (1) letters a) and b) and paragraph (2), anonymous reports or those in which the identification data of the person making the report is not mentioned, which refer to cases based on gender or moral harassment, are analyzed by the university ethics committees;

(5) Following the analysis of the reports provided for in paragraph (4), if it results that they could meet the constitutive elements of a crime under the conditions provided by the criminal law, of sexual harassment, sexual assault or abusive use of position for sexual purposes, the university ethics committees will immediately notify the University management for notificatify the criminal prosecution bodies.

Article 10. The decisions of the ethics committee, admission or rejection, may be appealed to the National Commission for the Certification of University Degrees, Diplomas and Certificates (CNATDCU) and the National Commission for University Management Ethics (NCEUM), as appropriate.

Article 11. The UMPHST G.E. Palade Târgu Mureș University Ethics Commission guarantees the right of any person to receive impartial, fair and objective treatment.

General rules of academic ethics and deontology

Article 12. The rules stipulated in this Code are mandatory for the members of the UMPHST G.E. Palade Târgu Mureș university community.

Article 13. The rules of university ethics and deontology are included in the present Code of University Ethics and Deontology of UMPHST G.E. Palade Târgu Mureș and cover the following aspects:

a) the rules of ethics and deontology in university teaching and research;

(b) the rules of ethics and professional conduct in scientific communication, publication, dissemination and dissemination;

(c) the rules of ethics and professional conduct in exercising managerial duties;

d) the rules of ethics and deontology concerning respect for human being and human dignity, preventing and combating inappropriate behavior;

(e) the rules of ethics and professional conduct applicable to students, PhD. students, postdoctoral researchers or other categories of trainees;



Ethical and deontological rules in university teaching and research

Article 14. In university teaching and research activities the rules of ethics and deontology obliges the teaching and research staff to:

- (a) report actual results or data from their own research and development;
- (b) report experimental data, data obtained by calculation or numerical computer simulation, data or results obtained by analytical calculation or deductive reasoning, as a result of their own research activity;
- (c) to avoid any activity which hinders, obstructs or sabotages the teaching or research activity, including by unjustified blocking of access to university research premises, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances or living materials needed by others for the conduct, performance or completion of teaching or research activities;
- (d) to respect the legal rules of conflict of interest and incompatibilities provided for in Art. 19 and Art. 20 and to disclose situations of conflict of interest or incompatibilities in the evaluation activity;
- (e) respect confidentiality in evaluation;
- (f) to avoid any act of discrimination in evaluations, based on the criteria set out in Art. 2 para. (1) of Government Ordinance (GEO) no. 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions;
- (g) be objective in carrying out evaluation procedures. In the teaching activity, the evaluation and grading of the academic performance and achievements of the direct beneficiaries must comply with the grading policies of UMPHST G.E. Palade Târgu Mureș and the pre-established grading criteria;
- (h) not to plagiarize, is an obligation to indicate all bibliographical sources used;
- (i) to comply with the legal provisions and procedures concerning university ethics and deontology set out in this Code of University Ethics and Deontology;
- (j) implement the sanctions established by the university ethics committees, by the CNATDCU or, as the case may be, by the NCEUM;
- (k) comply with the legislation in force on research carried out on human subjects or by means of experiments using animals and with any other aspects of research ethics;
- (l) mention in the research results all persons who consented to and have been involved in the research or intellectual creation, and they shall enjoy all the rights deriving from this involvement.

Ethical and deontological rules for scientific communication, publication, dissemination and popularization

Article 15. In activities of scientific communication, publication, dissemination and popularization, the rules of ethics and deontology are mandatory for all members of the university community and they require:

- (a) obtaining a person's consent for inclusion in the list of authors of a scientific publication;
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(b) publishing or disseminating unpublished scientific results, hypotheses, theories or methods only after obtaining the agreement of all authors;

(c) writing accurate and factual information in grant for funding, for habilitation, for teaching or research positions applications;

(d) accepting and mentioning as authors only those persons who have actually contributed to the research, and mentioning all persons involved in the research development process, after obtaining their consent.

Ethical and professional rules in the exercise of managerial duties

Article 16. In exercising their managerial duties, the rules of ethics and professional conduct requires staff exercising managerial functions to:

(a) respect the legal regime of public liability;

(b) refrain from using their position to obtain the status of author or co-author of publications of persons subordinate to them;

(c) not to use their authority to derive salary, remuneration or other material benefits from research and development projects conducted or coordinated by subordinates;

(d) prohibition on using authority to obtain authorship or co-authorship of publications by subordinates or to obtain salaries, remuneration or other benefits for spouses, relatives or family members up to and including the third degree;

(e) not to obstruct the work of the university ethics committee or a review committee in the course of investigating misconduct in academic ethics and deontology;

(f) complying with the legislation and procedures in force relating to academic ethics and deontology, as set out in this Code and in the codes of academic ethics and deontology.

(g) implementing the sanctions established by the university ethics committees, the CNATDCU or, where appropriate, the NCEUM.

Article 17.

(1) In order to maintain and to cultivate respect for the members of the academic community, they are obliged to:

(a) respect the right to education of the direct beneficiaries;

(b) respect the rights of all members of the academic community;

(c) refrain from verbal and physical aggression and humiliating treatment of both direct beneficiaries of education and other members of the academic community;

(d) forbid the solicitation, acceptance or collection of 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 of the right to education and the prestige of the profession;



(f) recognize the profession, the responsibility and trust placed in it by society, and the internal obligations arising from that trust;

(g) prohibit any form of exploitation, harassment of any kind or discrimination based of politics, race, religion, sex, sexual orientation, national origin, marital status, disability and/or medical condition, age, nationality or other arbitrary or personal grounds;

(h) demonstrate respect, honesty, integrity, solidarity, cooperation and fairness, tolerance, mutual support, confidentiality, fair competition and collegiality.

(2) For the prevention and combating of inappropriate behavior, a Commission for the prevention and combating of inappropriate behavior shall be established at university level.

Rules of ethics and professional conduct applicable to students, PhD students, postdoctoral researchers or other categories of trainees

Article 18. The rules of ethics and deontology impose the following obligations on students, PhD. students, postdoctoral researchers or trainees in the exercise of their duties:

(a) to respect the copyrights of others in the work they write;

(b) to prepare and defend original discipline-level assessment papers and original final dissertations;

(c) respect the university community general rules of ethics and professional conduct.

Conflict of interests

Article 19. The following situations constitute a conflict of interest:

(a) (a) simultaneous holding of positions by persons who are related by marriage, relatives and relatives up to and including the third degree, so that each is in vis-à-vis the other in direct position of direct management, control, authority or institutional evaluation at any level in the University;

(b) participation as a member of doctoral committees, assessment boards or competition boards, where the decision concerns spouses, relatives or affinities up to and including the third degree;

(c) participation in the same committee, constituted in accordance with the law, of persons who are spouses, relatives or affinities up to and including the third degree;

(d) the participation of a person, who is a member of a commission of the Ministry of Education, in analyzing a situation related to the institution to which he/she belongs as a member of the university community.

Incompatibilities

Article 20. Incompatibility is represented by the following situations:

a) a person holds or holds concurrently the management positions of rector, vice -rector, dean, vice dean, head of department or director of a research and development, design or microproduction unit, director of a university branch/extension or the position of president of the university Senate and a management position referred to in Art. 131, para. (2) of the Higher Education Act No. 199/2023;



b) a person holds or exercises one of the management positions of rector, vice-rector, dean, vice-decan, head of department or director of university branch/extension and is appointed or elected in the position of minister, state secretary, mayor, deputy mayor, president of the county council;

c) an authorizing officer of the University holds or exercises at the same time another function as authorizing officer of a national or local public institution;

d) a person is a member of the Administrative Board of the University and at the same time a partner or shareholder in a trading company set up by the University under the conditions provided for in Art. 16, para. (1) of the Higher Education Act No. 199/2023.

Article 21.

(1) Incompatible persons have 15 days to eliminate the incompatibility, including by suspension from one of the positions.

(2) In the case of a conflict of interest, the teaching or research staff member is obliged to cease any activity referred to in Art. 19 letters a) - c) and to inform immediately the hierarchical superior to whom he/she is directly subordinated. The latter shall be obliged to take the necessary measures to ensure that the specific activities are carried out impartially within no more than 3 days from the date of being informed.

(3) In the cases referred to in paragraph. (2), on the proposal of the hierarchical superior to whom the teaching or research staff member is directly subordinated, another person with the same level of training and experience shall be appointed.

(4) In the event of a conflict of interest as referred to in Art. 19, letter d), the concerned person is obliged to abstain from participating in the decisions making of the committee regarding the matter involving the conflict of interest. In such circumstances, abstention shall not be taken into account in determining the result of the vote.

Liability for non-compliance with the rules of academic ethics and professional deontology

Deviations of academic ethics and conduct

Article 22. Those who have been or are members of the academic community and have committed violations of the rules of academic ethics and deontology are liable to civil, administrative, professional or disciplinary liability, as appropriate.

Article 23. The deviations from the rules of ethics and deontology in university teaching and research activity, provided in Art. 14, are the following:

(a) fabrication of results or data and presentation as experimental data, as data obtained by calculations or numerical computer simulations or as data or results obtained by analytical calculations or deductive reasoning;

(b) falsification of experimental data, data obtained by calculation or numerical computer simulation, or data or results obtained by analytical calculation or deductive reasoning;



(c) the deliberately obstruct, hinder or sabotage the teaching or research activities of others, including unreasonably blocking access to university research premises, damaging, destroying or tampering with experimental equipments, equipment, documents, computer programs, electronic data, organic or inorganic substances or living materials needed by others for the conduct, performance or completion of teaching or research activities;

d) violation of the legal regime of conflict of interest and incompatibilities provided in Art. 19 and Art. 20 and non-disclosure of situations of conflict of interest or incompatibilities in the evaluation activity;

e) non-compliance with confidentiality in the evaluation;

f) discrimination in evaluations, based on the criteria set out in Art. 2 para. (1) of OG no 137/2000 regarding the prevention and sanction of all forms of discrimination, republished, with subsequent amendments and additions;

g) defrauding the assessment;

h) plagiarism;

i) failure to comply with the legal provisions and procedures concerning university ethics and deontology, as referred in the Code of University Ethics and Deontology, which is part of the University Charter, including the failure to implement the sanctions established by the university ethics committees, CNATDCU or, where applicable, NCEUM;

j) undermining the integrity of the evaluation process with not complying with the evaluation methods set out in the subject description, as well as by a teacher examining a person who is his/her spouse or relative up to the third degree, without prior notification of the faculty management in order to identify possible solutions to guarantee the integrity of the evaluation.

Article 24. The following shall constitute deviations from the rules of ethics and deontology in the activity of scientific communication, publishing, dissemination and popularization, as provided for in Art. 15:

a) inclusion of a person without his/her consent in the list of authors of a scientific publication;

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

(c) the inclusion of false information in applications for grants or funding, in applications for habilitation, teaching or research positions;

(d) failure to indicate all used sources;

(e) failure to mention as author the person(s) involved in the elaboration of the research or creative work, who cannot benefit from all the rights deriving from it;

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

Article 25. Persons who fulfill managerial functions referred to in Art. 16, the following shall constitute misconduct in the exercise of the duties related to managerial functions:

a) violation of the legal regime of public liability



- (b) misuse of the function, to obtain by subordinates authorship or co-authorship of publications;
- (c) abuse of authority in order to obtain payment, remuneration or other material benefits from research and development projects managed or coordinated by subordinates;
- (d) abuse of authority to obtain authorship or co-authorship of publications by subordinates or to obtain payments, remuneration or other material benefits for spouses, relatives up to and including the third degree;
- (e) obstructing the work of an academic ethics committee or review board in the course of investigating breaches of academic ethics and professional conduct;
- f) failure to comply with the legal provisions and procedures concerning university ethics and deontology provided by law and the Code of University Ethics and Deontology, which are part of the University Charter, including the failure to implement the sanctions established by the University Ethics Commission, the CNATDCU or, as the case may be, the NCEUM.

Article 26. The deviations from the rules of ethics and deontology regarding respect the human being and human dignity, set out in Art. 17, are the following:

- a) offenses which violate the protection of the rights of the direct beneficiaries of the right to education;
- b) offenses which harm the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
- (c) misconduct which undermines the recognition of the profession, the responsibility and trust conferred by society and the internal obligations deriving from that trust.

Article 27. Deviations from the rules of ethics and professional conduct applicable to students, doctoral students, postdoctoral researchers or other categories of learners are the following:

- (a) breaches of the rules of ethics and professional conduct applicable to students, Phd. students, postdoctoral researchers or other categories of students referred to in Article 18;
- (b) undermining the integrity of the evaluation process by using materials used in the evaluation process that have not been developed by the persons being evaluated or by using the same materials for different evaluations, as well as by not disclosing a family relationship up to the third degree inclusive with the evaluating professor.

Sanctions for breaches of academic ethics and professional conduct

Article 28.

- (1) The sanctions that may be imposed on teaching staff, teaching assistants and research staff, including those in management positions, for violating the rules of academic ethics and deontology are:
- (a) written warning;
 - (b) withdrawal and/or correction of all published work in breach of academic ethics and professional conduct;
 - c) dismissal from the management position;
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- d) prohibition, for a specified period, of access for funding from competitive public funds;
- (e) suspension of the right to apply for a competition for a higher or management post or as a member of a competition committee, for a determined period between one and five years;
- f) dismissal from teaching or research positions.

(2) The sanctions that may be given to students, Phd. students, postdoctoral researchers or other categories of learners for violation of the rules of academic ethics and deontology are:

- (a) written warning;
- (b) annulment of evaluation results;
- c) expulsion.

Article 29. In teaching and university research activity, the rules of ethics and deontology oblige the teaching and research staff to conduct themselves in such a way as to implement the sanctions established by the National Council for Ethics in Scientific Research, Technological Development and Innovation (CNECSDTI), failure to comply with them is a disciplinary offense. The decisions of the ethics committees, of admission or rejection, may be appealed, depending on their subject, to the CNECSDTI, if they do not fall within the competence of the CNATDCU or NCEUM, according to the law and their organization and functioning regulations adopted by order of the Minister of Education.

Article 30. In case the actions committed meet the constitutive elements of criminal offenses, the competent criminal prosecution authorities are notified, in accordance with the law.

This Code of University Ethics and Deontology is an integral part of the Charter of the George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu Mureș. It was approved by the Senate of the George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu Mureș 17 March 2026 and comes into force after its endorsement by the Ministry of Education on 16 April 2026, as part of the University Charter.
