

**THE NATIONAL RESEARCH AND
DEVELOPMENT INSTITUTE
FOR TEXTILES AND LEATHER –
BUCHAREST (INCDTP)**

**CODE OF ETHICS AND PROFESSIONAL
DEONTOLOGY OF R&D PERSONNEL
WITHIN THE NATIONAL RESEARCH AND
DEVELOPMENT INSTITUTE FOR
TEXTILES AND LEATHER – BUCHAREST
(INCDTP)**

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CHAPTER I. GENERAL PROVISIONS

Art. 1 –

The Code of Ethical Conduct and Professional Deontology of the R&D personnel of The National Research and Development Institute for Textiles and Leather Bucharest, hereinafter referred to as the Code of Ethics, is developed in accordance with:

- Law 183/2024 on the status of research and development personnel;
- Higher Education Law no. 199/2023;
- Government Ordinance no. 57 of 16 August 2002 on scientific research and technological development, approved by Law no. 324 of 8 July 2003, as subsequently amended and supplemented;
- Law no. 43/2014 on the protection of animals used for scientific purposes, as subsequently amended and supplemented, transposing the provisions of Council Directive 63/2010/EU on the protection of animals used for scientific purposes;
- Order no. 32 of 15 February 2021 for the approval of the Methodological Norms on the minimum requirements for education and professional training and the requirements for obtaining, maintaining and demonstrating the necessary competence for carrying out the activity in the field of breeding, supplying and using animals for scientific purposes;
- Romanian Government Ordinance no. 137/2000, republished, on the prevention and sanctioning of all forms of discrimination, with subsequent amendments and completions;
- Law no. 202/2002 on equal opportunities for and treatment of women and men;
- Government Decision no. 1304/1996, amended and completed by GD no. 1463/2004 on the approval of an institution's own organization and functioning Regulation;
- Guide for the identification of plagiarism in scientific works, published by CNECSDTI;
- Guide to integrity in scientific research – Ministry of Education and Research, National Council of Ethics for Scientific Research, Technological Development and Innovation, Bucharest, 12 November, 2020;
- Labor Code, as subsequently amended and supplemented;
- Collective INCDTP labour agreement in force;
- Internal Regulation of INCDTP Bucharest.

Art. 2 –

(1) The INCDTP Code of Ethics takes into account the domestic and international regulations in the field, the European Union legislation and its standards regarding ethics in scientific research.

(2) The INCDTP Code of Ethics has the role of specifying the norms, principles, responsibilities and procedures so that scientific research and innovation in the institute are carried out in accordance with the requirements of the European Knowledge Area and with the ethical principles accepted by the international scientific community.

Art. 3 –

The INCDTP Code of Ethics regulates good conduct within the institute which is circumscribed by:

- a)** the norms of good conduct in the research, development and innovation activity;

- b)** the norms of good conduct in the activity of communication, publication, dissemination and scientific popularization, including with regard to funding applications submitted within the framework of project competitions organized from public funds;
- c)** the norms of good conduct in the activity of institutional evaluation and monitoring of research, development and innovation, of evaluation and monitoring of research, development and innovation projects and of evaluation of persons in order to grant degrees, titles, positions, prizes, distinctions, bonuses, attestations or certificates in the RDI activity;
- d)** the norms of good conduct in management positions in the RDI activity;
- e)** the norms of good conduct regarding respect for human being and dignity, avoidance of animal suffering and protection and restoration of the natural environment and ecological balance;
- f)** the norms of good conduct in carrying out the activity of the ethics committee within INCOTP Bucharest.

CHAPTER II. BASIC TERMS

Art. 4 –

For the purposes of this code, the basic terms are defined as follows:

- a) inquiry** – activity of investigating the facts and the circumstances in which they occurred, by hearing the persons involved, establishing their guilt or innocence in relation to the principles of professional ethics and applicable legal provisions;
- b) self-plagiarism** – republishing substantial parts of one's own previous publications, including translations, without properly indicating or citing the original;
- c) good conduct** – set of ethical and professional rules that must be applied in order to carry out actions specific to research, development and education;
- d) good practice** – compliance with the set of normative acts that regulate good conduct in the institute;
- e) co-author of a publication** – any person nominated in the list of authors of a scientific publication;
- f) conflict of interest** – the situation of incompatibility in which a legal or natural person finds themselves with a personal interest that influences the impartiality and objectivity of their activities in the evaluation, monitoring, implementation, reporting of research and development activities and obtaining grants or research contracts; personal interest includes any advantage for the person in question, their spouse, relatives or in-laws up to the fourth degree inclusive, or for the research and development unit or institution of which they are a part;
- g) scientific community** – group of scientific researchers from research and development units or institutions. In a broad sense, all scientific researchers from a country, from a region of the world or from the entire world;
- h) data fabrication** – reporting of fictitious results or data, which are not the real result of an RDI activity;
- i) confidentiality** – undisclosed scientific research in progress or recently completed, the person accused of fraud and the person making an allegation;
- j) error** – unintentional action, due to insufficient information, insufficient professional practice, professional negligence or exaggerated scientific enthusiasm; the detection of the error imposes on

its author the obligation to publicly denounce it; in the case of published works, the recognition of the error must be made in the same journal, etc., in which it appeared;

k) **evaluation** – the assessment of the results of scientific research by using qualitative and quantitative criteria, such as the impact on society or the environment, the prestige of the journal, the number of citations, etc.;

l) **falsification of results or data** – the selective reporting or rejection of data or unwanted results, the manipulation of representations or illustrations, the alteration of the experimental or numerical apparatus in order to obtain the desired data without reporting the alterations made, with the aim of distorting the scientific truth;

m) **scientific fraud** – the deliberate action of fabrication, falsification, plagiarism, illicit alienation of scientific research results or other procedures that deviate from practices accepted by the scientific community and whose aim is to obtain scientific prestige, funding, project management or acceptance of research reports, etc.;

n) **integrity** – the policy of individual researchers, research and development units and institutions and associations concerned with research and/or the valorisation of scientific results for the respect of human dignity, and the intrinsic values of science;

o) **investigation** – the second stage of investigating fraud, which follows the inquiry and is based on proven facts;

p) **notification** – written communication made to a person accused of research fraud or violation of general ethical norms; the notification is sent to the person in question before the inquiry or investigation procedures;

q) **paternity** – the quality of authorship of a scientific product;

r) **plagiarism** – the presentation of texts, ideas, demonstrations, data, theories, results or scientific methods taken from other authors' written works, including in electronic format, as a personal creation or scientific contribution in a written work, including in electronic format, without mentioning this and without referring to the original sources;

s) **intellectual probity** – non-acceptance of falsification of scientific results, non-appropriation of ideas or results of scientific research, non-disclosure of conflicts of interest, etc., in order not to mislead the scientific community and not to create prejudice to society;

t) **scientific product** – study of national interest, product (model, system, etc.), technology (methodology), publication, patent, computer program, etc. obtained as a result of scientific research activity;

u) **intellectual property** – all means by which an idea is disseminated (book, article, electronic support, etc.), as well as the corresponding copyright; where appropriate, intellectual property may also refer to doctoral theses; a work signed by several authors belongs to each of them; if the idea has not been disseminated through one of the mentioned means, it does not represent intellectual property;

v) **responsibility** – the responsibility of employees, research and development units and institutions, as well as scientific publications for maintaining integrity;

w) **sanction** – penalty applied to an employee who does not comply with the regulations of good conduct in the activity carried out in the institute;

x) **scientific standard** – norm or set of norms regulating good conduct in scientific research;

y) **scientific value** – a scientific product's attribute of contributing to the progress of knowledge.

Art. 5 –

(1) The INCDTP personnel has responsibilities according to the legislation in the field as well as the professional codes of ethics in research.

(2) Good conduct within INCDTP is ensured in accordance with the international regulations in the field, with the legislation of the European Union and with the ethical rules of its scientific research programs.

Art. 6 –

(1) The Code of Ethics regulates the norms of good conduct in activity for all employees of INCDTP Bucharest.

a) Each employee involved in the scientific research activity has the obligation to maintain ethical standards, aware of the mission of INCDTP Bucharest.

b) The activity of the research and development personnel is of national interest and includes:

- Development of scientific knowledge, including its dissemination through the publication of scientific works;
- Participation in the transfer of knowledge and technologies in all areas of economic and social life;
- Participation in the efficient exploitation of the results of research and development activities, for the sustainable development of society.

c) Research, development and innovation personnel:

- Assimilate, use and generate new knowledge and apply best practices in the specific field of activity;
- Respect the research mission, ethics and professional deontology.

Art. 7 –

(1) Good conduct in scientific research refers to:

- (a) compliance with the law;
- (b) guaranteeing freedom in scientific research;
- (c) compliance with the principles of good scientific practice;
- (d) taking responsibilities.

(2) Deviations from the norms of good conduct in research, development and innovation activities carried out in INCDTP:

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

b) falsification of experimental data, data obtained through calculations or numerical simulations on a computer or data or results obtained through analytical calculations or deductive reasoning;

c) deliberately hindering, preventing or sabotaging the RDI activity of other persons, including by unjustified blocking of access to research, development and innovation spaces, by damaging, destroying or manipulating experimental apparatus, equipment, documents, computer programs, data in electronic format, organic or inorganic substances or living matter required by other persons in order to develop, carry out or complete RDI activities;

d) obstructing the activity of an ethics committee, an analysis committee or the CNECSDTI, during an analysis of deviations from good conduct in the RDI activity under its jurisdiction;

e) failure to observe the legal provisions and procedures regarding compliance with the norms of good conduct in RDI activity provided for by this law, in Law no. 199/2023, with subsequent amendments and additions, in the Code of Ethics, in the codes of ethics by field, in the regulations for the organization and functioning of research organizations, and in university charters, respectively, as the case may be, including the failure to implement the sanctions established by the ethics committees or by the CNECSDTI.

(3) Deviations from the norms of good conduct in the activity of scientific communication, publication, dissemination and popularization, including with regard to funding applications submitted within the framework of project competitions organized from public funds within the INCDTP, to the extent that they do not constitute offenses under criminal law, include:

a) plagiarism;

b) self-plagiarism;

c) inclusion in the list of authors of a scientific publication of one or more co-authors who did not significantly contribute to the publication or exclusion of co-authors who did significantly contribute to the publication;

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

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

f) introduction of false information regarding the RDI activity in grant or financing applications, in candidacy applications for habilitation or in competition or examination registration applications for research, development and innovation positions.

(4) Deviations from the norms of good conduct in the activity of institutional evaluation and monitoring of research, development and innovation, evaluation and monitoring of research, development and innovation projects and evaluation of persons in order to grant degrees, titles, positions, prizes, distinctions, bonuses, attestations or certificates in the RDI activity of INCDTP, to the extent that they do not constitute offenses under criminal law, include:

a) failure to disclose situations of conflicts of interest or incompatibilities or violation of the legal regime of conflicts of interest and incompatibilities in carrying out or participating in evaluations;

b) fraud in the evaluation;

c) failure to respect confidentiality in the evaluation;

d) discrimination, within the evaluations, on the basis of age, ethnicity, gender, social origin, political or religious orientation, sexual orientation or other types of discrimination, except for affirmative measures provided for by law.

(5) Deviations from the norms of good conduct in management positions in the RDI activity of INCDTP, to the extent that they do not constitute offenses under criminal law, include:

a) abuse of authority to obtain the quality of author or co-author of publications of subordinate persons;

b) abuse of authority to obtain salary, remuneration or other material benefits from research, development and innovation projects led or coordinated by subordinate persons;

c) abuse of authority to obtain the quality of author or co-author of publications of subordinate persons or to obtain salary, remuneration or other material benefits for spouses, in-laws or relatives up to the second degree inclusive;

d) abuse of authority to unjustifiably impose one's own theories, concepts or results on subordinate persons;

e) obstructing the activity of an ethics committee, an analysis committee or the CNECSDTI, during an analysis of deviations from good conduct in the subordinated RDI activity;

f) failure to observe the legal provisions and procedures regarding compliance with the norms of good conduct in the RDI activity provided for in this law, in Law no. 199/2023, with subsequent amendments and completions, in the Code of Ethics, in the codes of ethics by field, in the regulations for the organization and functioning of research organizations, and in university charters, respectively, as the case may be, including the failure to implement the sanctions established by the ethics committees or by the CNECSDTI.

(6) Deviations from the norms of good conduct regarding respect for human beings and dignity, avoidance of animal suffering and protection and restoration of the natural environment and ecological balance are detailed in the Code of Ethics or in the codes of ethics by field, developed in accordance with the provisions of art. 57 letters a) and b) of Law no. 183/2024 on the status of research, development and innovation personnel.

(7) The following situations may also attract ethical liability by association for deviations from good conduct in RDI activity:

a) knowledge of deviations committed by others and failure to notify the ethics committee or the CNECSDTI;

b) co-authorship of publications containing falsified or fabricated data;

c) failure to fulfil legal and contractual obligations, including those related to the mandate contract or financing contracts, in the exercise of management or coordination functions of RDI activities.

(8) Deviations from the norms of good conduct in the activity of the ethics committee within INCDTP Bucharest, to the extent that they do not constitute offenses under criminal law, include failure to fulfil legal obligations by the ethics committee within INCDTP.

(9) Serious breaches of good conduct in RDI activity are the following:

a) plagiarism of other authors' results or publications;

b) fabrication of results or replacement of results with fictitious data;

c) introduction of false information in grant or funding applications.

Art. 8 –

Contradictory data, differences in theoretical, experimental or practical conception, material citation errors, differences in data interpretation, differences of opinion are factors specific to research, development and innovation and do not constitute deviations from good conduct.

Art. 9 –

(1) For the purposes of this Code of Ethics, the following situations constitute a conflict of interest:

- a)** simultaneous holding of positions by persons who are related by marriage, blood or other relationship up to the third degree inclusive, so that each is in a direct position of management, control, authority or institutional evaluation at any level in the same research organization;
 - b)** participation as a member in doctoral committees, evaluation committees or competition committees, if the decision impacts spouses, relatives or in-laws up to the third degree inclusive;
 - c)** participation in the same committee, established according to the law, of persons who have the status of spouse, relative or in-law up to the third degree inclusive;
 - d)** participation of a person, who has the status of member in committees or councils of the MEC/ANC, in the analysis of a situation related to the research organization of which he/she is a part of as a member of the research community;
 - e)** other specific situations established in normative acts applicable to evaluation procedures, including in the information packages of project competitions, in compliance with the legal regulations in force.
- (2)** A person may not participate directly, as an expert evaluator, or indirectly, by making nominal decisions for the direct selection or exclusion of expert evaluators responsible for the evaluation of a research organization, a project, a tender or a candidate, if that person is part of the staff of the research organization, of the project or tender evaluated or of other projects or tenders submitted for financing under the same funding line, tenders or requests for tenders or if he/she is in the following relationship with the candidate or with the persons from the staff list of the evaluated projects, tenders or research organizations: spouses, in-laws or relatives up to the second degree inclusive.
- (3)** For the purposes of this Code, the staff list of a project or tender is made up of the persons nominated in the project proposal or tender subject to evaluation, including the project director, and, in the case of projects carried out in partnership between several research organizations, of the project managers.

CHAPTER III. PRINCIPLES

The good conduct of scientific researchers is ensured by compliance with the following general principles: freedom of research; dignity; integrity; caution; responsibility and beneficence; professional attitude; good practices and continuous professional development; exploitation and dissemination of results.

Art. 10 –

(1) The progress of knowledge is based on the freedom of scientific research. This freedom is limited by:

- (a) respect for human dignity and rights;
- (b) maintaining social balance;
- (c) protection and safeguarding of the environment.

Art. 11 –

The principle of freedom of research consists of freedom of thought and expression and the freedom to identify and apply the research methods most appropriate to the intended purpose.

Freedom of scientific research is ensured by:

- (a) free access to sources of information;

- (b) free exchange of ideas;
- (c) non-interference of the political factor in research, development and innovation activities;
- (d) non-censorship of scientific products.

Art. 12 –

The principle of professional attitude consists in knowing and respecting the regulations that target the field of activity of INCOTP, including:

- a) familiarization with the strategic objectives that govern the field of research and with the financing mechanisms;
- b) familiarization with the regulations at national, sectoral or institutional level that govern the conditions of professional training or activity;
- c) obtaining the necessary approvals before starting the activities or accessing the resources offered.

Art. 13 –

The principle of good practices and continuous professional development consists in the permanent improvement of the activity by:

- a) adopting good practices in the field, including taking the necessary measures to protect health and safety;
- b) upgrading and expanding skills and competences, which cannot be limited only to formal professional training, workshops, conferences and e-education.

Art. 14 –

The principle of dignity consists in the obligation to carry out research and development activities while showing respect for living beings and in particular for man as a rational being, never treating them only as a means, but always as a supreme value.

Art. 15 –

The precautionary principle consists in the obligation to clarify the degree of precision, and of risk, respectively, that characterizes the results of research and development. In carrying out research and development activities, all consequences that can be predicted (foreseen, anticipated) on the basis of scientific data will be taken into account, along with those whose probability cannot be denied even if it is not scientifically proven.

Art. 16 –

The principle of integrity consists in carrying out the activity with honesty, fairness and collegial spirit, in full accordance with the other ethical principles, without any outside interference. Researchers must adhere to recognized ethical practices and fundamental principles of ethics, appropriate to their disciplines/specializations.

- (1) The integrity of the scientific researcher ensures respect for the contributions of predecessors, competitors and partners and leads to a decrease in the number of errors and exaggerations.
- (2) The researcher's honesty towards themselves and towards other researchers constitutes a basic ethical principle for good conduct in scientific research. Dishonesty can lead to an inappropriate image of science and can alter the mutual trust of researchers.
- (3) Self-censorship of one's own results can lead to the elimination of errors.
- (4) Responsibility for dishonesty lies equally with the researcher and the research and development institution.

Art. 17 –

The principle of responsibility and beneficence consists in ensuring that activities are relevant to society, generate social or economic benefits and that a balance is achieved between individual and collective interests. This can be achieved by:

- a) avoiding duplication of previously conducted research;
- b) respecting intellectual property and common ownership of data in the case of collaborative research;
- c) respecting the principles of fair, transparent and efficient financial management;
- d) cooperation and collegiality in scientific research groups ensure the avoidance of errors and fraud, contributing to the transparency of results and leading to an increase in the value of scientific products;
- e) cooperation must allow for the exchange of ideas, mutual criticism, mutual verification of results, etc.

Art. 18 –

The principle of exploitation and dissemination of results states that researchers must ensure that the results of their research are exploited and disseminated:

- a) by means of communications, transferred to other research studies or, if possible, commercialized;
- b) by informing society in such a way that they are understood by non-specialists, thereby improving the public's understanding of science.

Art. 19 –

Other principles

- (1) **Respect for intellectual property and intellectual probity** avoids cases of fraud or plagiarism.
- (2) a) **Originality and quality of scientific products** must take precedence over quantity when evaluating the results of scientific research.

b) Quantitative criteria for evaluating the results of scientific research must be correlated with those concerning originality and efficiency of the knowledge acquisition process.

- (3) a) The primary data that led to the market launch of the scientific product must be kept, under safe conditions, for the entire period established by the research and development institution, according to the Internal Archiving Procedure;

b) The primary data must allow the reproducibility of the scientific product in other research groups.

- (4) Scientific research must not lead to social or individual harm. This principle is of great importance especially for the development of topics financed from public funds.

- (5) The development of research projects financed from public funds must be carried out with great transparency based on criteria accepted by the scientific community, in accordance with the national strategy for scientific research.

- (6) **The elimination of conflicts of interest** constitutes a mechanism for reducing unwanted influences on the evaluation of the activity.

- (7) **Sabotage in scientific research** represents an institutional or individual crime. It is punishable according to the legislation in the field.

Art. 20 –

Ethical principles generally valid for all employees of INCDTP Bucharest:

- (a) **Honesty** – constitutes a basic ethical principle, the lack of which leads to an inappropriate image of the person and the institute. For research to be honest, researchers must ensure concordance between the conduct of research and its self-presentation in the public space, concordance between their own, personal or institutional research and the positive expectations associated with scientific knowledge and the adoption of working procedures in accordance with the goals and norms valued mostly positively in the field of scientific research;
- (b) **Responsibility** – principle according to which the personnel of INCDTP Bucharest is obliged to assume responsibility for the acts and deeds they perform in connection with their own activity, namely respect for human subjects of scientific research or experiments, avoidance of suffering for animals, protection of the natural environment, preservation of ecological balance, promotion of social inclusion, democracy and sustainable development, protection of cultural heritage;
- (c) **Verifiability** – in order to ensure credibility and cooperation in research, the public presentation of the procedures and issues related to the collection, processing and interpretation of data must be made in such a way that the research process can be understood by any other researcher, regardless of whether or not they intend to replicate the research; verifiability is ensured to the extent that the following are mentioned and adopted: transparency of research procedures, ensuring as much as possible access to resources for the research carried out, testing the stability of the results by using alternative data or methods in the knowledge acquisition process;
- (d) **Validation of knowledge** – principle whose measurements are related to previous knowledge on the same topic, external criteria in relation to the given topic, theories in the field, all dimensions or aspects of the concept being measured;
- (e) **Impartiality and non-discrimination** – principle according to which the INCDTP Bucharest personnel is obliged to have an objective, neutral attitude towards any political, economic, religious or other interest in the exercise of scientific activity;
- (f) **Moral integrity** – principle according to which INCDTP Bucharest personnel is prohibited from requesting or accepting, directly or indirectly, for themselves or for others, any moral or material advantage or benefit;
- (g) **Freedom of thought and expression** – principle according to which INCDTP Bucharest personnel can express and substantiate their opinions in compliance with the law and good morals;
- (h) **Confidentiality** – INCDTP Bucharest employees must guarantee the confidentiality of the information in their possession and refrain from accessing confidential data, except in situations where express authorization has been granted and in accordance with the legislation in force. The personnel are prohibited from using confidential information for purposes unrelated to the exercise of professional activities;
- (i) **Justice and equity** – are values that INCDTP Bucharest consistently promotes, always adopting, for all its members, correct attitudes and resolutely rejecting discrimination and exploitation, regardless of the more direct or subtle nature in which they occur;
- (j) **Discrimination** or unequal treatment of persons, based explicitly or implicitly on extra-professional criteria such as race, ethnicity, religion, political beliefs and others, brings unacceptable violations of their rights and seriously disrupts equality of opportunity, reasons for which it is prohibited, regardless of the forms in which it manifests itself;

(k) **The principle of justice and equity** also implies that the right to non-discrimination on racial, ethnic, religious, political criteria cannot and should not be used in such a way as to cause reverse discrimination.

(l) **Transparency** – as an ethical principle likely to contribute to ensuring equal opportunities in competition and fair access to resources, it is practiced and cultivated in INCDTP Bucharest by making available to those interested all the information that they are entitled to receive, in sufficient quantities and of impeccable quality. INCDTP Bucharest ensures transparency regarding the conditions and rules for conducting competitions for filling vacant positions, periodic employee performance reviews, interviews and promotion procedures, as well as regarding any other information related to the evaluation criteria, their application, the conduct of competitions and the attributions of the positions that candidates occupy after winning the competitions. INCDTP Bucharest ensures total transparency regarding the funds offered at national and international level for the development of the activities it carries out. Transparency refers not only to the amounts granted, but also to the manner and efficiency of their use in accordance with the objectives and norms included in the projects on the basis of which they were obtained.

Art. 21 –

Principles of the code of ethics regarding scientific research, development and innovation activity. The activity of research and development personnel must be governed by the following fundamental principles:

- (a) The principle of competence – establishes who is capable and who can carry out a scientific research activity;
- (b) The principle of objectivizing – refers to the subject of scientific research and the way in which it must be studied, but also to the researcher's attitude towards the subject of their research;
- (c) The principle of truth – respecting the truth in drafting documents for national or international competitions;
- (d) The methodical principle – refers to the methodology of scientific research, establishing the correlation between the necessity of objectivizing the data pursued and the subject of scientific research, as well as the need to discover the truth related to the respective subject;
- (e) The principle of demonstration – claims that any statement (or result) arising from scientific research activity must be demonstrated, proven if it is true and that it represents a quality of the studied subject;
- (f) The principle of correlation – the results arising from the research of an object must be correlated with the data already existing in the respective scientific field or with the interdisciplinary ones, from related scientific fields;
- (g) The principle of evaluation of results – relates to the methodology and concerns the way of evaluating and using the results obtained from scientific research activity;
- (h) The principle of utility – the research activity must consider both theoretical and practical use of the resulting data;
- (i) The psycho-moral principle – refers to both the researcher and the way in which they carry out their activity and concerns the issue of the seriousness and honesty of the research activity, both the scientific and the moral responsibility of the researcher towards the research, the research results, but

at the same time towards the consequences arising from the theoretical or practical application of the research results.

Art. 22 –

Cooperation and collegiality in scientific research groups must allow the exchange of ideas, mutual criticism, mutual verification of results, etc., and represents a protection against scientific errors and fraud, ensuring the transparency of the results and leading to an increase in the value of scientific products.

Art. 23 –

Analysis of conflicts of interest constitutes a mechanism for reducing unwanted influences on the research results.

Art. 24 –

Sabotage in scientific research must be punished according to the legislation in the field.

CHAPTER IV. STANDARDS

Art. 25 –

(1) Compliance with scientific standards constitutes a guarantee of good conduct in scientific research.

(2) Scientific research activity mandatorily requires a work style or a model of conduct that implies, equally:

- a) seriousness in choosing and treating a research topic;
 - b) professional, moral and social responsibility;
 - c) respect for work and for the researcher;
 - d) sincerity and modesty;
 - e) sincere, fair cooperation within the research team/group;
 - f) respect for hierarchies, and for the statuses and roles in the respective research team;
 - g) communication of research results after a prior and serious verification thereof, communication that must be correct and provide scientific value.
- (3) The main general scientific standards exclude:
- (a) concealing or removing unwanted results;
 - (b) fabricating results;
 - (c) replacing results with fictitious data;
 - (d) deliberately distorting the interpretation of results and distorting conclusions;
 - (e) plagiarism/self-plagiarism of results or publications; stealing ideas;
 - (f) deliberately distorting the presentation of other researchers' results;
 - (g) failing to correctly attribute the authorship of a work;
 - (h) introducing false information in grant or funding applications;
 - (i) failing to disclose conflicts of interest;
 - (j) misappropriating research funds;
 - (k) failing to record and/or store results, as well as recording and/or storing results incorrectly;
 - (l) failing to inform the research team, before starting work on a research project, regarding: salary rights, responsibilities, co-authorship, rights to research results, sources of funding and associations;

- (m) lack of objectivity in evaluations and failure to comply with the confidentiality conditions of evaluation reports, allegations, research reports, etc.;
- (n) repeated publication or financing of the same results as elements of scientific novelty, without mentioning the initial source and/or with insignificant additions;
- (o) failure to recognize the methodologies and results of other researchers as a source of information;
- (p) failure to acknowledge one's own errors;
- (q) dissemination of one's own results in an irresponsible manner, with exaggerations and repetitions;
- (r) failure to comply with the clauses of contracts, grants, protocols, etc.;
- (s) hindering some researchers in their work or favouring others;
- (t) parallel research aimed at undermining an authentic research activity;
- (u) communication of incorrect, theoretically false results or offering insignificant, useless or dangerous products.

CHAPTER V. ENSURING GOOD CONDUCT NORMS

Art. 26 –

The honesty of the researcher is a basic element for good conduct in scientific research and teaching activity:

- a) the honesty of the scientific researcher ensures respect for the contributions of predecessors, competitors and partners and leads to a decrease in the number of errors and exaggerations;
- b) scientific researchers must behave in such a way as to build, maintain and strengthen the public's trust in their honesty, fairness and impartiality;
- c) scientific and scientific-teaching staff must avoid any activity that could affect their credibility, objectivity and impartiality.

Art. 27 –

Scientific researchers have the duty to notify the management of the institution of which they are a part when they find that the results of research and development have a negative effect on society or there are deviations from moral norms.

CHAPTER VI. PROCEDURE AND RESPONSIBILITIES

Art. 28 –

- (1) At the institute level, an **ETHICS COMMITTEE** shall be established, consisting of 5 members, appointed by the decision of the INCDTP management;
- (2) The composition of the Ethics Committee is proposed by the Scientific Council of the INCDTP and approved by the General Director.
- (3) The dismissal of the members of the Ethics Committee shall be motivated, by Decision of the General Director upon the proposal of the Scientific Council.

Art. 29 –

The duties of the Ethics Committee are the following:

- a) monitoring compliance with the codes of ethics specific to the field;
- b) appointing Analysis Committees to examine complaints regarding deviations from good conduct in the RDI activity brought to their attention through complaints or self-notification.

Art. 30 -

The procedure that the Ethics Committee, and the Analysis Committee, respectively, follows in the case of written complaints, initiated by known natural or legal persons, or following self-notification is detailed below.

- (1) The Ethics Committee and the Analysis Committee shall keep the identity of the author of the complaint confidential, according to the procedures detailed in the Code of Ethics.
- (2) The Analysis Committee shall prepare a report within 60 days from the date of receipt of the complaint, which shall be approved by the Ethics Committee within 30 days from the receipt of the Analysis Committee report, shall be communicated to the author of the complaint in writing and shall be made public on the website of the research organization within 10 calendar days from the date of the finality of the Ethics Committee decision by not being contested at the CNECSDTI or from the date of the finality of the CNECSDTI decision, by which the appeal to the report approved by the Ethics Committee was resolved, or from the date of the finality of the court decision, by which the request for summons in administrative litigation was resolved, having as its object the annulment of the report approved by the Ethics Committee and/or the CNECSDTI decision by which the appeal to the report approved by the Ethics Committee was resolved, as the case may be.
- (3) The term provided for in paragraph (2) is suspended for the period during which the receipt of views/responses/documents from the parties involved in the notification is expected.
- (4) The report remains posted on the website of the research organization for a maximum period equal to the longest duration of the sanctions adopted, but not less than 2 years.
- (5) In the event of any deviations from the norms of good conduct in the RDI activity, the report shall mention the guilty persons, as well as one or more of the sanctions provided for in Art. 31. The guilty persons may be others than those mentioned in the text of the notification.
- (6) The report of the Analysis Committee shall be approved by the legal advisor of the research organization or by its lawyer. Legal liability for the decisions and activity of the Analysis Committee shall rest with the research organization.
- (7) The report of the Analysis Committee, approved by the Ethics Committee, may be contested at the CNECSDTI by the person or persons found guilty or by the author of the complaint. The Analysis Committee shall submit to the CNECSDTI all documentation that was the basis for issuing the contested report.
- (8) If a contestation has not been submitted to the CNECSDTI within 20 working days from the date of the communication provided for in paragraph (3), the sanctions established by the Analysis Committee shall be implemented by the head of the research organization, as the case may be, within 60 calendar days from the date of the communication of the report.

Art. 31 –

Sanctions

For violations of good conduct found, the institute management shall apply one or more of the following sanctions to the personnel, depending on the seriousness of the acts and the previous commission of similar acts:

- a)** written warning;
- b)** the definitive withdrawal and/or correction of all works published in violation of the rules of good conduct;

- c) the reduction of the basic salary by no more than 20%, for a maximum period of 6 months, cumulated, when applicable, with the management, guidance and control bonus and the increments related to the research and development position held;
- d) the suspension, for a determined period of time, between one year and 5 years, of the right to register for an exam or a competition to obtain a higher professional degree or a management, guidance and control position or as a member of examination or competition committees;
- e) dismissal from the management position in the research organization;
- f) disciplinary termination of the individual employment contract.

Art. 32 –

Referrals regarding inappropriate conduct are registered with the Ethics Committee.

Art. 33 –

The sanctions applied do not absolve those guilty of the application of other legal regulations in force.

Art. 34 –

When developing the norms relating to ethics, as well as in actually performing research-development and innovation activities, the international regulations to which Romania is a party shall be respected.

Art. 35 –

The INCDTP management ensures the organizational structure and conditions that allow compliance with the principles and standards of good conduct in scientific research, as well as the proper functioning of the Ethics Committee.

Art. 36 –

The INCDTP management, as well as the scientific researchers themselves, bear responsibility for compliance with the ethical norms and values in research-development.

Art. 37 –

The authors of the same scientific product are jointly and severally liable, and, where appropriate, individually, for its correctness. The quality of honorary author is not accepted.

Art. 38 –

The INCDTP management, as well as the scientific researchers themselves, have the duty to notify state institutions when they find that the results of scientific research have a negative effect on society.

Art. 39 –

The responsibility for the correct use of research funds lies with the project director and the INCDTP management.

CHAPTER VII. CONFIDENTIAL INFORMATION

Art. 40 –

- (1) Confidential information is managed by the institute through specific internal procedures, which ensure exclusive access for those directly interested and only for professional purposes.
- (2) It is prohibited and considered illegal to use confidential information in direct or indirect negotiation within various transactions/tenders/contracts.
- (3) It is prohibited to disclose confidential information to third parties, both during the employee's activity and after its conclusion.

CHAPTER VIII. FINAL PROVISIONS

Art. 41 –

(1) The Code of Ethics shall be disseminated in all departments and services of the institute and shall be posted on the INCDTP website at www.incdtp.ro.

(2) The management of the departments will take the necessary measures to ensure that subordinate personnel know and comply with the provisions of this Code of Ethics.

Art. 42 –

(1) Each employee is obliged to read this Code of Ethics and to take measures to comply with its provisions.

(2) Each employee is obliged to ask their hierarchical superior whenever they have any doubts regarding the provisions of this Code of Ethics.

(3) Each employee is obliged to report violations of this Code of Ethics, as well as to cooperate in resolving cases of violations of the provisions of this Code of Ethics.