CODE OF ETHICS AND PROFESSIONAL CONDUCT
for RDI Staff within
National Institute for Research and Development in Informatics - ICI Bucharest

Romanian version endorsed in the Scientific Council meeting on 19.02.2026

Romanian version endorsed at the Steering Committee meeting on 26.02.2026

Romanian version approved in the Administration Council meeting on 09.03.2026

The revised and supplemented edition, in accordance with the provisions of OMEC no. 6886/10.12.2025 and OMEC no. 6905/16.12.2025, of the document entitled *“Code of Ethics for Scientific Research Activities within the National Institute for Research and Development in Informatics – ICI Bucharest”*, approved by the Institute’s Administration Council on 12.08.2025.

Contents

1. General provisions
   1.1. Purpose
   1.2. Scope of application
   1.3. Terms and expressions used
2. Regulatory framework
3. Ethical principles governing RDI staff
   3.1. General ethical principles
   3.2. Ethical principles in research activity
   3.3. Principles governing good conduct in RDI activities
4. Rules of ethics and professional conduct for RDI staff
   4.1. General provisions
   4.2. Content of the ethical and professional conduct rules for RDI staff
5. Liability for non-compliance with the ethical and professional conduct rules applicable to RDI staff
   5.1. Non-compliance with the ethical and professional conduct rules applicable to RDI staff
   5.2. Conflict of interest
6. Ethics committee
   6.1. Establishment, composition, responsibilities
   6.2. Procedure for addressing complaints
   6.3. Sanctions
7. Annexes
8. Final provisions
   8.1. Information measures
   8.2. Review and updating the Code of Ethics
   8.3. Entry into force

1. General provisions

1.1. Purpose

(1) The code of ethics and professional conduct for research, development and innovation (RDI) staff within ICI Bucharest, hereinafter referred to as the code, aims to enhance the quality of the research process and to strengthen a climate of trust and respect within the institute, by regulating proper conduct in RDI activities and by providing principles and values that support the establishment of appropriate, ethical and responsible behaviour models, fostering cohesion and the valorisation of the RDI community's potential.

(2) The responsibility and obligation to comply with the rules of good conduct in RDI activities rest with the members of the RDI community within ICI Bucharest.

1.2. Scope of application

This code regulates the general framework regarding the principles and rules of good conduct in RDI activities and is mandatory for the categories of RDI staff within the institute, as provided by Law no. 183/2024 on the status of research, development and innovation staff.

1.3. Terms and expressions used

For the purposes of this code, the terms and expressions below have the following meanings:

a) **Co-author of a publication** – any person listed as an author of a scientific publication.

b) **Fabrication of results or data** – reporting fictitious results or data that do not represent the actual outcome of an RDI activity.

c) **Falsification of results or data** – selectively reporting or discarding unwanted data or results, manipulating representations or illustrations, or altering experimental or numerical apparatus to obtain desired data without reporting the alterations, with the purpose of distorting scientific truth.

d) **Plagiarism** – presenting as one's own creation or scientific contribution, in a written work including electronic format, texts, ideas, demonstrations, data, theories, results or scientific methods taken from written works, including electronic format, of other authors, without acknowledging this and without referencing the original sources.

e) **Self-plagiarism** – republishing substantial parts of one's own previous publications, including translations, without properly indicating or citing the original.

2. Regulatory framework

- Law no. 183/2024 on the status of research, development and innovation staff;
- OMEC no. 6886/10.12.2025 regarding the Code of ethics and professional conduct for research, development and innovation staff;
- OMEC no. 6905/16.12.2025 regarding the codes of ethics and good conduct in research, development and innovation for RDI staff within research organizations, by research fields;
- Government Ordinance no. 57/16.08.2002 on scientific research and technological development, as approved by Law no. 324/08.07.2003, with subsequent amendments and completions;

- Law no. 53/2003 – Labor Code;
- Law no. 202/2002 on equal opportunities and treatment between women and men, republished;
- Law no. 167/2020 amending and supplementing Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, as well as supplementing Article 6 of Law no. 202/2002 on equal opportunities and treatment between women and men;
- Government Decision no. 1621/2003 on the organization and functioning of the National Institute for Research and Development in Informatics – ICI Bucharest, with subsequent amendments and completions;
- Guide to Integrity in Scientific Research – Ministry of Education and Research, National Council for Ethics of Scientific Research, Technological Development and Innovation (CNECSDTI), Bucharest, 12 November 2020;
- Council Recommendation C/2023/1640 of 18 December 2023 on a European framework to attract and retain research, innovation, and entrepreneurship talents in Europe – European Charter for Researchers.
- Other European Commission or national regulations on ethics in scientific research.

3. Ethical principles governing RDI staff

3.1. General ethical principles

Honesty – A fundamental ethical principle, the absence of which can negatively affect both the researcher's reputation and the image of the institute. For research activity to be considered honest, there must be a real correspondence between the researcher's conduct and the way it is publicly presented. Additionally, research – whether individual or institutional – must align with the positive expectations associated with scientific knowledge and rely on methods and practices that adhere to generally accepted goals and standards in the scientific community.

Responsibility – An essential principle requiring every researcher to take accountability for their actions and decisions, within their work. This involves awareness of the consequences of one's actions, adherence to institutional rules, and commitment to the integrity and quality of the performed activities.

Verifiability – A fundamental principle for ensuring credibility and cooperation in research. For research to be verifiable, public presentation of the methods, steps, and challenges related to the collection, processing, and interpretation of data must be clear and accessible so that any other researcher can understand the scientific process, regardless of whether they intend to replicate it. This principle is supported by transparency in work methods, access to resources, and validation through alternative methods or data sources.

Validation of knowledge – A core scientific research principle that requires results to be related to existing knowledge in the field, relevant external criteria, and established theories. Measurements and interpretations should reflect all dimensions or aspects of the investigated concept, thus contributing to the consolidation, refinement, or reevaluation of scientific

knowledge in a coherent and justified manner.

Impartiality and Non-Discrimination – Fundamental principles that require researchers to adopt an objective and equidistant attitude in scientific activity. Researchers must refrain from political, economic, religious, or other types of influence and treat all individuals and ideas fairly, without prejudice or discrimination, promoting a respectful, fair, and intellectually free academic environment.

Moral integrity – A crucial principle requiring all researchers to act with integrity and dignity in all aspects of their professional activity, and to refrain from requesting or accepting, directly or indirectly, for themselves or others, any form of advantage or benefit, whether moral or material, that could compromise the objectivity, independence, or ethics of the research.

Freedom of thought and expression – An important principle that guarantees researchers the right to express their opinions and ideas freely, in compliance with the rule of law and ethical and moral standards. Researchers have the right to engage in academic debate, promote innovation, and express their viewpoints in a respectful and responsible manner, thereby contributing to intellectual diversity and scientific progress.

Confidentiality – An essential principle requiring researchers to protect the confidential information in their possession, to refrain from accessing such information unless explicitly authorized under applicable laws, and to avoid using confidential information for purposes unrelated to their professional activities, thereby ensuring data protection and maintaining trust in scientific research.

Justice and fairness – fundamental values consistently promoted by ICI Bucharest, through which any form of discrimination or exploitation is firmly rejected, regardless of how it manifests, whether directly or in subtle forms.

Discrimination or unequal treatment based on non-professional criteria – such as race, ethnicity, religion, political beliefs, and others – is unacceptable and seriously undermines individual fundamental rights. Such practices disturb equal opportunity and are prohibited within the institute, regardless of their form.

The principle of justice and fairness also implies that the right not to be discriminated against on racial, ethnic, religious, political, or other grounds cannot be used to justify or create forms of reverse discrimination. Maintaining a balance and fair treatment is essential for a just and equitable working environment.

Transparency – A core ethical principle that significantly contributes to ensuring equal opportunities in competitions and fair access to resources. At ICI Bucharest, transparency is practiced and encouraged by providing all relevant information to those entitled to receive it so they can make informed decisions.

ICI Bucharest guarantees transparency regarding conditions and rules for recruitment competitions, periodic staff evaluations, interviews, and promotion procedures. It also ensures that information related to evaluation criteria, their application, and the conduct of competitions is available and accessible to all, and that job responsibilities are clearly communicated to selected candidates.

Respect for intellectual property and intellectual integrity – ethical principles that ensure the recognition, respect and protection of copyright and original creations.

3.2. Ethical principles in research activity

The activity of RDI staff must be carried out in accordance with the following fundamental principles:

The principle of competence – defines the professional capacity required to carry out scientific research activity, stipulating that only persons with the appropriate knowledge, skills and training may participate in such activities.

The principle of objectivity – covers both the way in which the object of scientific research should be analysed and the researcher's attitude towards it, requiring an impartial, detached and rigorous approach, based on scientific methods and verified arguments, independent of the researcher's personal beliefs or interests.

The principle of truthfulness – implies strict adherence to reality at all stages of the research activity, including in the preparation of documents required for national or international competitions, prohibiting any form of falsification, exaggeration or intentional omission of information.

The methodical principle – refers to the rigorous and appropriate use of scientific methodology in the research process, ensuring the correlation between the requirements of objectivisation of data on the object under study and the need to discover the scientific truth. This principle implies the conscious and systematic application of appropriate methods to obtain valid and relevant results.

The principle of demonstration – states that any statement, conclusion or result derived from scientific research must be supported by clear, verifiable and rigorous evidence, confirming both the veracity of the statement and its direct connection to the object under study as an intrinsic feature of the object.

The correlation principle – requires that research results should be related to existing data in the field of science in question, as well as to relevant information in related fields of science, in order to integrate knowledge and develop a coherent and interdisciplinary perspective on the subject under study.

The principle of evaluation of results – refers to the application of rigorous and transparent methods for analysing the results obtained from scientific research activity, ensuring the objective assessment of their value, relevance and validity, and their responsible use in academic, professional or social contexts.

Principle of utility – establishes that research should aim not only at the generation of theoretical knowledge but also at the practical applicability of the results obtained, thus contributing to scientific and technological progress and to the development of society as a whole.

The psycho-moral principle – refers both to the inner profile of the researcher and to the way in which the researcher carries out his or her work, implying seriousness, honesty and ethical commitment. This principle emphasises the researcher's dual responsibility - scientific and

moral - for the quality and accuracy of the results obtained, but also for the impact that the theoretical or practical application of these results may have on society.

The key values that define essential ethical behaviours and standards in the work of the RDI are the following:

- **Freedom of scientific research** - free access to information sources and protection of research from external influences

Freedom of scientific research is guaranteed through access to information sources, the promotion of the free exchange of ideas, independence from political influences in RDI activities, and the absence of censorship of scientific results.

- **Cooperation and collegiality in research** - free exchange of ideas, protection against scientific error and ensuring transparency

Co-operation and collegiality in scientific research groups should facilitate the exchange of ideas, constructive criticism and mutual verification of results, thus providing protection against scientific error and fraud. This process helps to ensure transparency of results and to increase the quality and value of scientific outputs.

- **Relevance and impact of research results** - linking quantitative assessment to originality and effectiveness of research

The quantitative criteria used to assess the results of scientific research must be harmonised with qualitative criteria aimed at the originality and efficiency of the knowledge process.

- **Traceability** - preservation and archiving of scientific data

The primary data underlying the launch of the scientific product on the market must be securely stored for the entire period determined by the institute in accordance with archiving regulations.

- **Research replicability** - reproducibility of results by other research groups

The primary data must be structured in such a way as to allow replication of the scientific product in other research groups, thus ensuring transparency and validity of results.

- **Debate ethics** - treating differences of opinion and interpretation as an integral part of the scientific process

Conflicting data, differences in experimental or practical approach, differences in interpretation of data and diverse opinions are inherent to the R&D process and are not violations of good research conduct.

3.3. Principles governing good conduct in RDI activities

In summary, according to Article 3 of the Code of Ethics and Professional Conduct for research, development and innovation staff, approved by OMEC no. 6886/2025, the principles applicable to good conduct in RDI activities are the following:

a) the principle of freedom;

b) the principle of fairness;

c) the principle of non-discrimination and equal opportunities;

d) the principle of transparency;

e) the principle of moral and professional integrity;

f) the principle of the right to defense;

g) the principle of independence from any moral, scientific, religious, political, economic or other type of influence in RDI activities**;**

h) the principle of respecting the rights and freedoms of members of the research community;

i) the principle of moral, social and professional responsibility;

j) the principle of impartiality and objectivity.

4. Rules of ethics and professional conduct for RDI staff

4.1. General provisions

(1) The provisions of this Code are mandatory for RDI staff within ICI Bucharest and may be supplemented by the RDI ethics codes approved by OMEC no. 6905/2025, for the following fields: Mathematics and Natural Sciences, Engineering Sciences, Biomedical Sciences, Social Sciences and Humanities.

(2) The ethical and professional conduct rules for RDI staff include:

a) Rules of good conduct in RDI activity;

b) Rules of good conduct for scientific communication, publication, dissemination and popularisation, including in the context of applications for funding submitted in the framework of publicly funded project competitions;

c) Rules of good conduct in the activity of institutional evaluation and monitoring of RDI, evaluation and monitoring of RDI projects and evaluation of individuals for the award of degrees, titles, positions, prizes, awards, honours, bonuses, attestations or certificates in RDI activities;

d) Rules of good conduct in managerial positions in the RDI activities;

e) Rules of good conduct relating to respect for the human being and human dignity, the protection and restoration of the natural environment and ecological balance;

f) Rules of good conduct in the operation of ethics committees within research organizations.

4.2. Content of the ethical and professional conduct rules for RDI staff

(1) The rules of good conduct in RDI activities, as provided in Chapter 4.1, paragraph (2), letter a), require the RDI staff of ICI Bucharest:

a) to report real results or data from their own research-development activity;

b) to report experimental data, data obtained through calculations or computer-based numerical simulations, or data or results obtained through analytical calculations or deductive reasoning, as the outcome of their own activity;

c) to refrain from any activity that hinders, obstructs or sabotages the RDI activity of other persons, including by unjustifiably blocking access to research facilities, by damaging, destroying or manipulating experimental equipment, devices, documents, computer programs, electronic data, organic or inorganic substances, or living matter required by others for carrying out, conducting or completing RDI activities;

d) to refrain from obstructing the activity of an ethics committee, an analysis committee, or CNECSDTI during the examination of breaches of good conduct in RDI activities under their responsibility;

e) to comply with the legal provisions and procedures intended to ensure good conduct in RDI activities, as established by Law no. 183/2024, by this Code, by the field-specific ethics codes, and by the institute's rules of organization and operation, including the enforcement of sanctions imposed by the ethics committee or by CNECSDTI.

(2) The rules of good conduct in communication, publication, dissemination and scientific outreach activities, as well as the rules of good conduct applicable to funding applications submitted in publicly funded project competitions, as provided in Chapter 4.1, paragraph (2), letter b), require all members of the RDI community within ICI Bucharest:

a) to refrain from committing plagiarism, with the obligation to indicate all bibliographic sources used;

b) to obtain a person's consent before including them in the list of authors of a scientific publication;

c) to publish or disseminate, with authorization, scientific results, hypotheses, theories or methods;

d) to provide accurate and truthful information in grant or funding applications, in habilitation application files, and in application files for teaching or research positions;

e) to accept and acknowledge as authors of the research output only those persons who have effectively contributed to its development, and to mention all individuals involved in the process of developing the research, after obtaining their consent.

(3) The rules of good conduct in the institutional evaluation and monitoring of research, development and innovation, in the evaluation and monitoring of research, development and innovation projects, and in the evaluation of individuals for the awarding of grades, titles, positions, prizes, distinctions, bonuses, attestations or certificates in RDI activities, as provided in Chapter 4.1, paragraph (2), letter c), require all members of the RDI community within ICI Bucharest:

a) to comply with the legal framework governing conflicts of interest and incompatibilities, and to disclose any situations of conflict of interest or incompatibility in the evaluation activity;

b) to act objectively in carrying out evaluation procedure;

c) to refrain from committing any form of evaluation fraud;

d) to respect confidentiality in the evaluation;

e) to refrain from any act of discrimination, within evaluations, on grounds of age, ethnicity, sex, social origin, political or religious orientation, sexual orientation, or any other form of discrimination, except for affirmative measures provided by law.

(4) The rules of good conduct in the exercise of managerial duties in RDI activities, as provided in Chapter 4.1, paragraph (2), letter d), require the personnel holding management positions within ICI Bucharest to:

a) to refrain from using their position to obtain the status of author or co-author of the publications of their subordinates;

b) to refrain from using their authority to obtain salary, remuneration or other material benefits from research-development projects led or coordinated by their subordinates;

c) to refrain from using their authority to obtain the status of author or co-author of the publications of their subordinates, or to obtain salary, remuneration or other material benefits for their spouses, relatives by affinity, or relatives up to and including the second degree;

d) to refrain from using their authority to unjustifiably impose their own theories, concepts or results on their subordinates;

e) to refrain from obstructing the activity of the ethics committee, any analysis committee, or the CNECSDTI during the examination of breaches of good conduct in RDI activities within their subordination;

f) to comply with the legal provisions and procedures intended to ensure adherence to the rules of good conduct in RDI activities, as set out in Law No. 183/2024, in this code, in the domain-specific codes of ethics, and in the institute's rules of organization and operation;

g) to implement the sanctions established by the ethics committee or by the CNECSDTI.

(5) The rules of good conduct regarding the respect for human life and dignity, the avoidance of animal suffering, and the protection and restoration of the natural environment and ecological balance in RDI activities, as provided in Chapter 4.1, paragraph (2), letter e), require the members of the RDI community within ICI Bucharest to comply with these rules, as detailed in the domain-specific codes of ethics.

(6) The rules of good conduct governing the activity of ethics committees within research organizations, as provided in Chapter 4.1, paragraph (2), letter f), require the ethics committee of ICI Bucharest to comply with the legal provisions regulating its activity, including those concerning the avoidance of conflicts of interest, while ensuring the application of the principles set out in this code.

5. Liability for non-compliance with the ethical and professional conduct rules for RDI staff

5.1. Non-compliance with the ethical and professional conduct rules applicable to RDI staff

(1) Persons who have had or currently have the status of members of the RDI community and

who have committed violations after the entry into force of Law No. 183/2024 on the status of RDI staff shall be held civilly, administratively, professionally or disciplinarily liable, as applicable.

(2) The breaches of the rules of good conduct in RDI activities, as provided in Chapter 4.2, paragraph (1), are the following:

a) fabrication of results or data and their 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) falsifying experimental data, data obtained by calculation or numerical computer simulation, or data or results obtained by analytical calculation or deductive reasoning;

c) deliberately obstructing, hindering or sabotaging the work of other persons, including by unreasonably blocking access to the RDI facilities, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs, electronic data required by other persons for the conduct, realisation or completion of the RDI activities;

d) obstructing the work of an ethics committee, a analysis committee or the CNECSDTI, during the investigation of deviations from good conduct in the subordinate RDI activities.

e) failure to comply with the legal provisions and procedures intended to comply with the rules of good conduct in the RDI activities, provided for by Law 183 / 2024, including failure to implement the sanctions established by the ethic committee or by the CNECSDTI.

(3) The breaches of the rules of good conduct in communication, publication, dissemination and scientific outreach activities, including those concerning funding applications submitted within project competitions organized from public funds, as provided in Chapter 4.2, paragraph (2), are the following:

a) plagiarism;

b) self-plagiarism;

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

d) inclusion in the list of authors of a scientific publication of a person without that person's agreement;

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

f) the inclusion of false information relating to the RDI activities in the applications for grants or funding, in the applications for habilitation, or in the applications for competitions or examinations for RDI positions;

g) the failure to indicate all sources used;

h) the omission of persons involved in the development of the research or creation, thereby preventing them from benefiting from all the rights arising from such contributions;

i) the omission of mentioning the sources of funding of research projects in relation to all results arising from those projects.

(4) The breaches of the rules of good conduct in the institutional evaluation and monitoring of research, development and innovation, in the evaluation and monitoring of research, development and innovation projects, and in the evaluation of individuals for the awarding of grades, titles, positions, prizes, distinctions, bonuses, attestations or certificates in RDI activities, as provided in Chapter 4.2, paragraph (3), include:

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

b) the fraudulent conduct of the evaluation;

c) the failure to observe confidentiality in the evaluation;

d) the discrimination in assessments 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 by law.

(5) The breaches of the rules of good conduct in the exercise of managerial duties within RDI, as provided in Chapter 4.2, paragraph (4), include:

a) the abuse of authority in order to obtain the status of author or co-author of the publications of subordinates;

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

c) the misuse of authority to obtain authorship or co-authorship of publications by subordinates or to obtain salary, remuneration or other material benefits for spouses, relatives by affinity or relatives up to and including the second degree;

d) the abuse of authority to impose one's own theories, concepts or findings unjustifiably on subordinates;

e) the obstruction of the activity of an ethics committee, an analysis committee or the CNECSDTI during the examination of breaches of good conduct in RDI activities within their authority;

f) the failure to comply with the legal provisions and procedures intended to ensure adherence to the rules of good conduct in RDI activities, as set out in this code, in the domain-specific codes of ethics, and in the institute’s rules of organization and operation, including the failure to implement the sanctions established by the ethics committee or by the CNECSDTI.

(6) The breaches of good conduct concerning the respect for human beings and human dignity,

the avoidance of animal suffering, and the protection and restoration of the natural environment and ecological balance in RDI activities, as provided in Chapter 4.2, paragraph (5), are detailed in the domain-specific codes of ethics.

(7) The breaches of good conduct in the activity of the ethics committee of ICI Bucharest, as provided in Chapter 4.2, paragraph (6), consist in the failure of that committee to comply with its legal obligations.

(8) The following situations may also entail ethical liability by association for breaches of good conduct in RDI activities:

a) being aware of breaches committed by others and failing to notify the ethics committee or the CNECSDTI;

b) co-authoring publications containing falsified or fabricated data;

c) the failure to fulfil legal and contractual obligations, including those arising from the mandate contract or from funding contracts, in the exercise of managerial or coordination duties in RDI activities.

(9) The serious breaches of good conduct in RDI activities are the following:

a) the plagiarism of the results or publications of other authors;

b) the fabrication of results or the substitution of results with fictitious data;

c) the inclusion of false information in grant or funding applications.

(10) The following do not constitute breaches of good conduct: contradictory data, differences in theoretical, experimental or practical conceptions, material citation errors, differences in data interpretation, and differences of opinion, which are inherent factors in research, development and innovation.

(11) The analysis of notifications concerning breaches of the rules of good conduct in RDI activities is carried out in two stages:

a) the analysis at the level of ICI Bucharest, which is carried out in accordance with Subchapter 6.2;

b) the analysis at the level of the CNECSDTI, in compliance with the legislation in force.

5.2. Conflict of interest

(1) In RDI activities, a conflict of interest arises in the following situations:

a) the simultaneous holding of positions by persons who are spouses, blood relatives and relatives by affinity (in-laws) up to and including the third degree, in such a way that each is placed in a direct position of leadership, control, authority or institutional evaluation over the other at any level within the institute;

b) participation as a member in doctoral committees, evaluation committees or selection committees when the decision affects spouses, blood relatives or relatives by affinity (in-laws) up to and including the third degree;

c) the participation, within the same legally constituted committee, of persons who are

spouses, blood relatives or relatives by affinity (in-laws) up to and including the third degree;

d) the participation of a person who is a member of committees or councils of the line ministry in the analysis of a situation related to ICI Bucharest, of which they are part 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 on the direct selection or exclusion of expert evaluators assigned to assess a research organization, a project, an offer or a candidate, if that person is included in the staff list of the research organization, project or offer under evaluation, or of other projects or offers submitted for funding under the same funding line, call for tenders or request for proposals, or if they are in any of the following relationships with the candidate or with the persons listed as staff in the evaluated projects, offers or research organizations: they are spouses, blood relatives or relatives by affinity (in-laws) up to and including the second degree.

(3) The staff list of a project or an offer consists of the persons nominated in the project proposal or in the offer submitted for evaluation, including the project director, and, in the case of projects carried out in partnership between several research organizations, the project managers of the partner institutions.

(4) In the event of a conflict of interest:

a) the RDI staff concerned is required to cease carrying out any of the activities provided for in paragraph (1), letters a)–c), and to immediately inform the direct hierarchical superior to whom they report. The latter is required to take the necessary measures to ensure the impartial performance of the specific activities, within no more than 3 days from the date of acknowledgment. Upon the proposal of the direct hierarchical superior of the RDI staff concerned, another person with the same qualifications and the same level of experience shall be designated.

b) in the event of a conflict of interest as provided in paragraph (1), letter d), the person concerned is required to refrain from taking part in the committee's decision-making regarding the matter affected by the conflict of interest. In this situation, the abstention is not taken into account when determining the outcome of the vote.

6. Ethics committee

6.1. Establishment, composition, responsabilities

(1) The ethics committee is established under the Scientific Council of ICI Bucharest, with a four-year mandate. The committee operates independently from any other structure or person within the institute.

(2) The composition of the ethics committee is proposed by the Scientific Council and approved by Decision of the General Director.

(3) The ethics committee is composed of leading researchers (R4) and established researchers (R3), structured as follows: one chair and six members, assisted by a committee secretary. The revocation of members of the ethics committee shall be duly justified and carried out by Decision of the General Director, upon the proposal of the Scientific Council. Resignation from the position of member of the ethics committee shall be duly justified and submitted as a request to the General Director.

(4) Persons who hold any of the following positions within the institute may not be members of the ethics committee: General Director, Chair of the Administration Council, or Chair of the Scientific Council.

(5) The responsibilities of the ethics committee:

a) monitors compliance with the ethical codes specific to the field;

b) appoints analysis committees for examining notifications regarding deviations from good conduct in RDI activities, brought to its attention through complaints or self-notification, and designates its own members to serve on these committees.

6.2. Procedure for addressing complaints

(1) The ethics committee and the analysis committees shall maintain confidentiality regarding the identity of the authors of the notifications and the activities carried out.

(2) The analysis committee shall prepare a report within 60 days from the date of receiving the notification.

(3) The time limit provided in paragraph (2) shall be suspended during the period in which the committee awaits the receipt of viewpoints, responses, or documents from the parties involved in the notification.

(4) If breaches of the rules of good conduct applicable to RDI staff are identified, the report shall indicate the persons found responsible, as well as one or more of the sanctions provided in Chapter 6.3, paragraph (1). The persons found responsible may include individuals other than those mentioned in the text of the notification.

(5) The report of the analysis committee shall be endorsed by the Legal Department of ICI Bucharest. Legal responsibility for the decisions and activities of the analysis committee lies with the research organization.

(6) The ethics committee shall approve the report of the analysis committee within 30 days from its receipt and shall communicate it in writing to the author of the notification and to the person(s) found responsible, where applicable.

(7) The report of the analysis committee, approved by the ethics committee, may be appealed before CNECSDTI within 20 days from the date of the communication provided in paragraph (6), by the person or persons found responsible or by the author of the notification. The appeal shall obligatorily include a simple copy, in printed or electronic format, of the respective report. Upon request, the analysis committee shall forward to CNECSDTI the entire documentation that formed the basis of the contested report.

(8) The report of the analysis committee shall be made public on the ICI Bucharest website

within 10 calendar days from the date on which the decision of the ethics committee becomes final through failure to appeal before CNECSDTI, or from the date on which the CNECSDTI decision resolving the appeal against the report approved by the ethics committee becomes final, or from the date on which the court decision becomes final in the administrative litigation initiated for the annulment of the report approved by the ethics committee and/or of the CNECSDTI decision resolving the appeal against the report approved by the ethics committee, as applicable.

(9) The report shall remain posted on the ICI Bucharest website for a maximum period equal to the longest duration of the sanctions imposed, but not less than 2 years.

(10) If an appeal has not been submitted to CNECSDTI within 20 working days from the date of the communication provided in paragraph (6), the sanctions established by the ethics committee shall be implemented by the General Director of the institute, as applicable, within 60 calendar days from the date of the report's communication.

6.3. Sanctions

(1) For the breaches of good conduct identified in RDI activities, the management of ICI Bucharest shall apply to the RDI staff one or more of the following sanctions, in compliance with the provisions of Chapter 6.2, depending on the severity of the acts and on any prior commission of similar acts:

a) written warning;

b) definitive withdrawal and/or correction of all works published in violation of the rules of good conduct;

c) reduction of the basic salary by a maximum of 20%, for a maximum period of 6 months, cumulated, where appropriate, with the management, guidance and control allowance and the allowances related to the R&D function;

d) suspension, for a determined period, ranging from one to five years, of the right to register for an exam or competition for obtaining a higher professional grade or to be appointed to a management, guidance, supervisory or supervisory position or membership in examination or competition selection committees;

e) dismissal from a leadership position within the research organisation;

f) disciplinary termination of the individual employment contract.

(2) Sanctions are intended to prevent misconduct and to preserve the reputation of the Institute. They will be applied in accordance with the provisions of the Labor Code and may be cumulative where appropriate.

(3) The sanctions provided in this code do not exempt the persons found responsible from the application of other legal provisions in force. If it is considered that certain situations meet the constitutive elements of criminal offences, the management of the institute shall notify the competent authorities.

7. Annexes

The following constitute an integral part of this code:

(1) The Ethics Guide in RDI, annexed to the Code of Ethics and Professional Conduct for personnel in research, development and innovation, approved by OMEC no. 6886/10.12.2025, which represents a transposition of the provisions contained in the following documents:

- ALEEA (2023) The European Code of Conduct for Research Integrity, revised edition 2023;
- The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of 2005, updated through the European Charter for Researchers of 2023;
- Regulation (EU) No. 1689/2024 laying down harmonised rules on artificial intelligence (the Artificial Intelligence Regulation).

(2) The Code of Ethics and Good Conduct in Research, Development and Innovation for RDI staff within research organizations – Field: Engineering Sciences, approved by OMEC no. 6905/16.12.2025, Annex 2.

Depending on the research topic, the members of the RDI community within ICI Bucharest shall also take into account the provisions of the other three codes approved by OMEC no. 6905/2025, corresponding to the following fields: Mathematics and Natural Sciences, Biomedical Sciences, Social Sciences and Humanities.

8. Final provisions

8.1. Information measures

The Code of Ethics shall be made available to the RDI personnel of ICI Bucharest by publishing it on the institute's website, in the Rules and Regulations section. Each member of the institute's RDI community is responsible for studying this code and complying with its provisions.

8.2. Review and updating the Code of Ethics

The amendments and/or additions to this code fall under the responsibility of the Scientific Council, which, through its members, has the obligation to continuously monitor the relevance and applicability of its provisions. The code shall be revised whenever relevant legislative changes occur or whenever the Scientific Council deems it necessary to improve its content, in order to ensure compliance with the national and international regulations in force.

8.3. Entry into force

Following endorsement by the Scientific Council and the Steering Committee, this code shall enter into force after its approval by the Administration Council of ICI Bucharest.