



**Code of Ethics and Professional Deontology
of the Technical University of Moldova**

Code: REG-0-CEDP

Issue 1

Review 0

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**CODE OF ETHICS
AND PROFESSIONAL DEONTOLOGY
OF THE TECHNICAL UNIVERSITY OF MOLDOVA**

	FUNCȚIE	NUME, PRENUME	DATA	SEMNĂTURA
APROBAT	Rector UTM	BOSTAN Viorel	26.11.2019	
VERIFICAT	Șefa DMAAC	BALAN Stela	20.11.2019	
COORDONAT	Prorector pentru studii	ANDRONIC Serghei	19.11.2019	
COORDONAT	Jurist UTM	MARDARI Corina	15.11.2019	
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PREAMBLE

Being aware of the important social and educational function of a higher education institution, the Technical University of Moldova (hereinafter - TUM) recognizes the fundamental principles and ethical values shared by the international academic community, which underlie the entire university activity.

Code of Ethics and Professional Deontology represents a benchmark for assessing the morality of actions of the TUM academic community members, providing the principles that can establish the models of behavior, cohesion and valorization of the university community potential.

Code of Ethics and Professional Deontology has the following structure:

1. Fundamental principles.
2. Deviations from ethical norms and social sanctions.
3. Ethics Commission.
4. Final provisions.


I. FUNDAMENTAL PRINCIPLES

1. TUM Code of Ethics and Professional Deontology (hereinafter - the Code) is an internal normative act, which aims to guide and regulate the conduct of all members of the academic community within the TUM and in relation to it and is developed in accordance with the provisions of art. 107 and 109 of the Education Code of the Republic of Moldova.
2. This Code is a tool for shaping the university community in the spirit of principles generally approved and recognized, including by European universities, to prevent violations of ethical norms in the university.
3. The principles that model the behavior of the TUM community members are the following: academic freedom, competence and professionalism, integrity, collegiality, loyalty, justice and fairness, public responsibility.

Academic Freedom

4. Academic freedom is a fundamental principle that underlies the organization of academic activities (teaching and research) and consists in the right of any member of the university community to openly express his/her scientific and professional opinions in courses, seminars, conferences, debates and works elaborated and supported or published, with the limitations established by law, respectively by the internal regulations of TUM.

Any member of the TUM community is free to express and substantiate his/her opinions, based on his/her professional competence, without being censored, manipulated or persecuted,

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respecting the rule of law and moral values. It is forbidden to endanger in any form the right to free expression of opinion, TUM being a space free of interference, pressure and political, economic or religious constraints, except for legal, ethical and scientific constraints.

5. Academic freedom implies, at the same time, respect for the academic freedom of another in all its components.
6. The following actions are not in accordance with academic freedom:
 - a) political propaganda carried out within University or using its infrastructure;
 - b) religious proselytism;
 - c) promoting extremist, racist or xenophobic doctrines or ideas;
 - d) University defamation by its community members;
 - e) personal attacks or defamatory statements against other members of the university community, including unfounded criticism of opinions, theses, papers, etc. expressed by a member/members of the TUM academic community.

Competence and Professionalism

7. TUM ensures competence and competitiveness development in favorable environments, supporting the development of academic programmes at high standards, which lead to the evolution of knowledge, training of specialists with skills necessary for the labor market and the increase of research prestige.
8. In the case of academic staff, competence and professionalism are established taking into account the following aspects: quality of teaching activities, coverage of disciplines in which the teacher is appointed with own teaching material, scientific publications, student guidance activities, research grants, contracts with the economic and business environment, student assessment, participation in extracurricular and / or social activities at the department, faculty, etc. These criteria set out as examples are recommended to be taken into account in the procedures and methodologies of the competition, for granting performance bonuses, for maintaining the quality of main employment in TUM etc.
9. In the case of students, competence and professionalism are expressed in grade equivalents/averages and the percentage of the number of transfer credits accumulated out of the required according to the academic year.
10. Each member of the TUM academic community assumes, at his/her level, the responsibility for the quality of the educational process. Every teacher should master in detail the discipline he/she teaches, ensuring that the entire content of the course is up to date, representative and appropriate to the curriculum.

11. The existence of different scientific views of various representatives of the TUM academic community must not compromise the teaching process and must not affect the training and results of students.
12. The University undertakes to support and reward scientific, professional, pedagogical, managerial and administrative excellence, collegial solidarity and competitive loyalty, recognizes and rewards the professionalism of teachers, scientists and researchers who are dedicated to the profession and field in which they activate, assuming, at the same time, the moral duty to contribute essentially to the best possible training of students.
13. Professional and social responsibility involves the involvement of each member of the TUM academic community in the exemplary performance of his/her duties in the interest of society and TUM community. Each person is responsible for his/her own actions.
14. The following actions are considered as violations of the principle of competence and professionalism:
 - a) entrusting teaching activities to be taught by persons who do not have the appropriate level of knowledge;
 - b) devoting an important part of the teaching time to discussions unrelated to the topic;
 - c) intentionally misinterpreting the results of a research in order to substantiate a theory supported by that the person in question;
 - d) negative reporting to colleagues and their results in relation to their teaching activities;
 - e) forcing the students to adopt exclusively the point of view of the teacher or the refusal to discuss, based on arguments, other points of view expressed on the same matter;
 - f) approaching only of a part of the subject, respectively only of the aspects that interest the teacher personally;
 - g) the choice of examination modalities in disagreement with the objectives of the taught discipline;
 - h) devoting the time allocated to work activities to other activities that are not related to work activity, according to the job description;
 - i) unjustified refusal to perform certain tasks assigned by superiors, subject to legality and which fall within the competence of the member of the academic community concerned, on the grounds that they are not expressly provided in the job description.

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Integrity

15. Integrity is a major ethical requirement that TUM demands of all academic members, both on and off campus. This means a firm position on combating corruption and avoiding situations that could involve acts of corruption, as well as on the existence of any form of harassment or conflict of interest.
16. In accordance with Art. 2 of Law no. 16/2008, the ***conflict of interest*** represents the conflict between the exercise of duties held and the personal interests of the academic community members (management staff, academic staff, administrative staff, students), in their capacity as private persons, which could improperly influence the objective and impartiality of their obligations and responsibilities under their statutes. The resolution of the conflict of interest is carried out by examining such a situation, by determining and applying the appropriate solution for the positive resolution of the conflict of interest, according to the legal framework in force.
17. In order to avoid the promotion of personal interests and to ensure the observance of the public interest, any member of the academic community observes the restriction of professional activity in hierarchical relations with a direct relative or a relative by affinity within the same subdivision.
18. In terms of teacher-student relations, the following actions are considered as violations of integrity:
 - a) claiming or accepting favors of any kind, including sexual;
 - b) claiming or accepting gifts or other material benefits;
 - c) the loan of money between the teacher and the students;
 - d) the performance by the teacher of some remunerated activities in favor of the student, of his/her spouse or of a relative up to the third degree, without legal coverage;
 - e) the performance by the student of some remunerated or unpaid activities in favor of the teacher, of his/her spouse or of a relative up to the third degree.
19. In scientific research, integrity involves:
 - a) accepting and mentioning as authors of a work only the persons who actually participated in its elaboration;
 - b) indicating the source from which an idea, an expression, a result of a previous research was taken, regardless of whether they were published or not. This rule also applies to elements taken from works of any kind by students or doctoral students and subsequently used by a teacher in their own research;

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- c) recognizing explicitly the contribution of any person who has actually participated in a research activity;
 - d) avoiding and denouncing any form of intellectual fraud: plagiarism or self-plagiarism, copying exams or other forms of knowledge verification, substituting papers or persons examined, deliberate distortion of research results, undeserved appropriation of scientific/technical achievements, etc.
20. In administrative activity, integrity involves:
- a) correct observance of all the procedures for selecting or appointing the staff who perform administrative duties;
 - b) fulfillment in good faith and for the benefit of the University of any administrative responsibility;
 - c) at the moment of the transfer of an administrative duty (upon receipt-delivery of the position), the former employee makes available to the new employee all the tools, information and elements, updated, necessary for the immediate taking over of this responsibility;
 - d) providing accurate and timely information to the University management and/or to all structures entitled to request it.

Collegiality

21. The activity in the university community supposes the collaboration of its members in a spirit of collegiality and mutual respect.
22. Collegiality involves:
- a) courtesy and respect to each member of the university community. Violation of this obligation by a person does not entitle in any way to engage in similar conduct;
 - b) the obligation of assistance between the members of the university community, materialized by collegial temporary substitution, granting support for didactic and administrative activity, cooperating in good faith within the projects that involve the participation of several persons. The university community members will not abuse collegial temporary substitution; it is not required continuously, but only occasionally/exceptionally, in objectively substantiated situations;
 - c) mutual respect for linguistic, religious and social differences between the university community members;
 - d) understanding, respect and support for people with special needs;

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e) the obligation of confidentiality regarding the data and information transmitted by a member of the university community to another member, in a private capacity.

23. The following actions constitute violations of the principle of collegiality:

- a) discrimination, gender-based, ethnicity-based or in any other form of harassment, physical or psychological violence, offensive language or abuse of authority against a member of the university community, regardless of their position within the University (student, teacher or researcher, member of the University management, member of the administrative staff);
- b) the promotion or tolerance of certain behaviors described in this article by the management of faculties, departments or administrative subdivisions;
- c) unfairly discrediting the ideas, hypotheses or research results of a colleague, without taking into account the requirements of the academic debate and the principles of nuanced critical argumentation;
- d) making some disrespectful comments towards the professional training of a colleague in front of the students;
- e) making some comments regarding the moral behavior or some aspects related to the private life of a colleague in front of the students;
- f) making repeated unfounded complaints or notifications to a colleague;
- g) the use and disclosure in the didactic or research activity of the information transmitted confidentially by another colleague (personal data, life experiences, etc.);
- h) non-compliance with the confidentiality regarding the school, social, medical situation of any student.


Loyalty

24. Loyalty to the University implies the obligation of each member of the university community to act in the interest of the University, to support its objectives, strategies and policies, in order to achieve its mission and increase its competitiveness.

25. The following actions constitute violations of the duty of loyalty:

- a) undertaking actions meant to lead to the loss of some patrimonial or non-patrimonial rights legally acquired by the University;
- b) carrying out, in other universities or institutions, didactic or research activities that compete with those organized by the University¹¹;


¹¹ The member of the TUM academic community cannot be forced not to work at all for a competitor of the University, but can only be forced not to perform activities that compete with those of TUM.

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- c) advising students to drop out of university in favor of another educational institution;
- d) engaging outside the University in activities that significantly affect the person's time spent for teaching and researching at the University;
- e) carrying out actions meant to discredit the University or to affect its image and prestige.

Justice and Fairness

26. Justice and fairness are the values that TUM promotes among its members and in relation to them by firmly rejecting any form of discrimination or exploitation, whether it is practiced directly or takes subtle forms of manifestation.
27. All members of the TUM academic community enjoy equal opportunities and treatment from the University, and any direct or indirect discrimination is prohibited. Equality of opportunity is based on ensuring participation - within the competences of the role that each one plays in TUM - in the activities of the University, regardless of ethnic origin, sex, religion, age, disability or sexual orientation.
28. Members of the TUM academic community are obliged to examine and objectively apply the criteria for assessing professional competence, excluding any form of favoritism, nepotism and discriminatory treatment or acts of persecution or revenge. To this end, discrimination is the prohibited use by any member of the TUM academic community of practices that violate the law on equal opportunities, but are not limited to:
- a) organizing competitions or exams;
 - b) selecting candidates for filling vacancies;
 - c) concluding, suspending, modifying and / or terminating the legal employment agreement;
 - d) establishing or modifying the job description components;
 - e) establishing remuneration and rewards or benefits, other than a salary;
 - f) information, counseling and professional development;
 - g) evaluation of individual performances;
 - h) professional promotion;
 - i) application of disciplinary sanctions;
 - j) the right to free association, including the right to join the trade union and access to the facilities granted by it.

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29. The violations of the obligations regarding justice and fairness also include: discrimination or unequal treatment of the university community members, based explicitly or implicitly on extra-professional criteria such as race, sex, ethnicity, religion, membership in minority groups, political beliefs, personal orientations and preferences, etc. These are prohibited because they seriously infringe on equal rights. At the same time, these extra-professional criteria cannot be used in the university community to cause reverse discrimination.

Public responsibility

30. Responsibility for compliance with the provisions of this Code lies primarily with each member of the academic community.
31. Membership of the academic community requires each member to take responsibility for his/her actions or omissions.
32. Violations of the provisions of this Code entail liability in accordance with the provisions of the legislation in force and the internal regulations of the University.

II. DEVIATIONS FROM ETHICAL NORMS AND THEIR SANCTION


33. The following actions are considered as deviations from the ethical norms:
- a) any form of fraud related to teaching, learning, scientific research and in the other activities in the University. Academic activity fraud represents a serious violation of the rules of ethics and professional deontology and is manifested by plagiarizing the results or publications of other authors and/or inventing results or replacing the results with fictitious data;
 - b) corruption or its favoritism (from bribery acts, to influence peddling, with recourse to money, services and gifts);
 - c) the destruction, alteration or falsification of the documents and databases of the University, as well as their use for illicit purposes;
 - d) providing false information to the University management;
 - e) obstructing the education, scientific research, administration or any other activity of the University;
 - f) any form of physical or moral aggression;
 - g) any form of favoritism;
 - h) obtaining, claiming or not refusing undue advantages;
 - i) participating in teaching activities and scientific events under the influence of alcohol;
 - j) using a vocabulary inappropriate for the academic spirit;

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- k) unauthorized entry into spaces where access is regulated by special measures;
 - l) practicing indecent, insulting or obscene attitudes and behaviors;
 - m) unauthorized use and causing of damages, with guilt, of the University patrimony;
 - n) public denigration of the staff or institution by the university community members;
 - o) abusive use of membership of the academic community;
 - p) organizing and carrying out political activities in the University, as well as using the name of the University, its human, financial or material resources for political purposes;
 - q) any form of discrimination including any form of harassment;
 - r) possession and sale, in the University premises, of dangerous products: narcotics, drugs, weapons, explosive substances;
 - s) the deviations provided in points 6, 14, 18, 19, 20, 23, 25 and 29 of this Code.
34. The sanctioning of any deviation from the rules of ethics is carried out according to the provisions of the Labor Code of the Republic of Moldova and of the internal Regulation of TUM.

III. ETHICS COMMISSION

35. University Ethics Commission is established at the level of the Technical University of Moldova and *it operates on the basis of its own regulations* (Annex 1).
36. The structure and composition of the University Ethics Commission is proposed by the TUM Senate members, endorsed by the University Senate and approved by the Rector. The mandate of the Commission is 5 years, synchronized with the mandate of the Senate.
37. The members of the Ethics Commission are persons of professional prestige and moral authority. Persons holding one of the following positions can not be members of the University Ethics Commission: rector, vice-rector, dean, vice-dean, head of department, head of service, head of department or research center, director of the doctoral school.
38. The Ethics Committee is made up of 11 voting members, elected by the TUM Senate from among the teaching, didactic-scientific and research staff, of which 2 members are student representatives. The Vice-Rector for Studies, the Vice-Rector for Research and the Head of the TUM Legal Office shall attend the meetings of the Ethics Commission without the right to vote.
39. The elected members of the Ethics Committee are included in the ballot paper on the proposal of a Senate member, of the departments or faculties staff or may be submitted by themselves.
40. The list of candidates is proposed for voting in the TUM Senate. Those persons who accumulate the maximum number of votes are considered elected. If two or more persons hold an equal number of votes, repeated elections shall be held for them at the same meeting of the Senate.

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41. The Head of the Ethics Commission is elected by direct vote by the commission members at the first meeting after its establishment. The Head of the Ethics Commission will appoint a commission member who will replace him/her when he/she is unable to attend the commission meetings.
42. The evidence of documents, the drafting of the minutes of the Ethics Commission and the drafting of sanctioning decisions for violating university ethics or for misconduct in scientific research, ensuring contacts, transmitting the correspondence of the commission will be provided by the head of the TUM Legal Office.
43. The University Ethics Commission has the following attributions:
- a) analyzing and solving the deviations from the university ethics, based on the notifications or by self-notification, according to the Code of Ethics and Professional Deontology;
 - b) drawing up an annual report on the situation of the university ethics and the ethics of research activities, which is presented to the Rector, the university Senate and constitutes a public document;
 - c) contributing to the elaboration and improvement of the Code of Ethics and Professional Deontology, which is proposed to the University Senate for approval;
 - d) performing the attributions established by the Education Code of the Republic of Moldova, with subsequent amendments and completions;
 - e) performing other attributions provided by the University Charter;
 - f) pursuing compliance with this Code.
44. The mandate of the members of the Ethics Commission shall end in the following cases:
- a) revocation at the proposal of the Administrative Council, endorsed by the TUM Senate and approved by the Rector;
 - b) by resignation;
 - c) by losing the quality of member of the TUM academic community;
 - d) following the application of disciplinary sanctions regarding the violation of the ethics norms.
45. Any person, from the University or from outside the University, may notify the University Ethics Commission about the violations committed by the members of the university community. Anonymous notifications will not be considered. The University Ethics Commission keeps the identity of the author of the notification confidential. In turn, the Ethics Commission can refer itself.

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46. Following a complaint, the University Ethics Commission initiates the procedures established by the TUM Code of Ethics and Professional Deontology. The Commission shall reply to the complainant within 30 days of receipt of the notification and shall inform him/her of the outcome of the proceedings, once they have been completed.

IV. FINAL PROVISIONS

- 47. This Code applies to all members of the TUM academic community.
- 48. This Code does not substitute for or contravene the laws and regulations in force in the field of higher education.
- 49. The individual employment contract, respectively the individual study contract, shall include a clause by which the employee or student mentions that he/she has taken note of the provisions of the Code of Ethics and Professional Deontology and undertakes, under his/her own signature, to comply with its provisions.
- 50. This Code enters into force on the date of approval by the TUM Senate.

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Annex 1

REGULATION ON ORGANIZATION AND OPERATION OF THE ETHICS COMMISSION OF THE TECHNICAL UNIVERSITY OF MOLDOVA

I. GENERAL PROVISIONS

1. The Regulation of the Ethics Commission of the Technical University of Moldova (hereinafter - the Regulation) is drafted in accordance with the provisions of point 35 of the TUM Code of Ethics and Professional Deontology.
2. This Regulation ensures the application of the provisions of the TUM Code of Ethics and Professional Deontology.

II. STRUCTURE AND ORGANIZATION


3. The structure and composition of the TUM Ethics Commission (hereinafter - the Commission) are established in accordance with points 35-46 of the TUM Code of Ethics and Professional Deontology. Professional prestige and moral authority are the essential criteria for gaining Commission membership.
4. The Commission has 11 members, of which 9 represent the full scientific and teaching staff of TUM and 2 represent TUM students.
5. The persons holding one of the following positions can not be members of the university ethics commission: rector, vice-rector, dean, vice-dean, head of department, head of service, head of department or research center, director of the doctoral school.
6. The Head of the Commission shall be elected by 2/3 of its members.
7. The Head shall represent the Commission in relations with TUM management, TUM Senate, the Council for Institutional Strategic Development and the Administration Council, as well as with other institutions. The preparation and conduct of the meetings, as well as the maintenance of the records and the performance of the administrative activity are the duties of the Head, with the support of the Head of the TUM Legal Office.
8. The presence of the members at the meeting is mandatory, the Head having the right to recommend to the TUM Senate the replacement of the members who accumulate 3 unmotivated absences.
9. The mandate of the Commission members is 5 years, synchronized with the term of office of the Senate.

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10. Members of the Commission shall be bound by the confidentiality of the content of the Commission's notifications, hearings, deliberations and reports, subject to the revocation of the term of office of a Commission Member. Third party access to a file before the Commission is prohibited even after the assessment of the fact, with the following exceptions: at the request of the competent state bodies, when the deed is the subject of an official investigation and with respect for data confidentiality, filling teaching, scientific-didactic and scientific positions within TUM when requesting information about the candidate for one of the listed positions.
11. The secretarial work (record of documents, drafting of minutes of meetings, reports and judgments) of the Commission is managed by the head of the TUM Legal Office, with the support of the TUM Human Resource Service, in compliance with the obligation of confidentiality, according to pt. 10 of this Regulation.
12. If there is a vacancy in the Commission or a member is unable to hold office, another member shall be appointed in accordance with point 3 of this Regulation. The mandate of the new member shall expire once the mandate of the member he/she replaces expires.
13. If a member of the Commission is in a conflict of interest during the analysis of the alleged act of violation of the Code of Ethics and Professional Deontology, he/she will withdraw from the assessment of the alleged act and will not participate. at the meeting(s) in which the case is being discussed and will not be taken into account when establishing the quorum required for the voting session of the decision.
14. In the event of an alleged violation of the rules of professional ethics and conduct by a member of the Commission, he/she shall withdraw from the assessment of the fact and shall not be taken into account in determining the quorum required for the decision. If the member is found to have committed a misconduct, he/she will be excluded from the Commission, with a permanent ban on ever being a member of such a Commission.

III. DUTIES OF THE COMMISSION AND PROCEDURE FOR THE EXAMINATION OF NOTICES

15. The Commission has the following tasks:
 - a) analyzing and solving the deviations from the university ethics, based on the notifications or by self-notification, according to the TUM Code of Ethics and Professional Deontology;

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- b) drawing up an annual report on the university ethics and the ethics of research activities, which is presented to the Rector, the University Senate and constitutes a public document, which is placed on the TUM website;
 - c) contributing to the elaboration and improvement of the TUM Code of Ethics and Professional Deontology, as well as of the Regulation of the Ethics Commission, which is proposed to the University Senate for approval;
 - d) performing the attributions established by the Education Code of the Republic of Moldova, with subsequent amendments and completions;
 - e) performing other attributions provided by the University Charter;
 - f) pursuing the observance of the TUM Code of Ethics and Professional Deontology.
16. Any person, inside or outside the University, may notify the Commission of violations committed by the members of the TUM academic community. The Commission may also notify itself.
17. The Commission may be notified in connection with acts likely to violate the rules and principles of ethics in the teaching, research and administrative activity of university community members, namely students, masters, doctoral students, postdoctoral fellows, students in the Military Department, of the beneficiaries of the continuous training courses offered by the TUM Continuing Formation Center (CFC), of the teaching, scientific-didactic and scientific staff, of the administrative, technical and auxiliary staff, as well as of the management staff.
18. The act that it is supposed to constitute a violation of the provisions of the TUM Code of Ethics and Professional Deontology will be notified in writing, by filing for registration with the TUM Secretariat. The signed and scanned notification can also be sent in electronic format to the official email address of the Commission, with the obligation to be submitted later in the original. Anonymous notifications will not be considered. In order to respect confidentiality, the notifications will be submitted in a sealed envelope with the statement “For the attention of the TUM Ethics Commission”. At the time of submission, the staff of the TUM Secretariat will not register the petitioner’s name, but will only assign the registration number, stating the nature of the registration: “Referral to the TUM Ethics Commission”.
19. The notification must contain the following data:
- a) the identification data of the person notifying the Commission (including contact details);
 - b) the description of the act considered to represent a deviation from the TUM Code of Ethics and Professional Deontology, respectively from the provisions of the

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Education Code of the Republic of Moldova, with subsequent amendments and completions;


- c) the identification data of the person against whom the notification is submitted and any other information in order to resolve the notification;
 - d) the signature of the person making the notification.
 - e) Complaints which do not contain at least the elements indicated in the preceding article shall not be taken into account by the Commission and shall be dismissed.
20. The Commission shall reply to the complainant, within 5 days of its receipt, whether or not it initiates the procedure for the analysis and settlement of the complaint.
 21. The result of the Commission's decisions on the referral shall be communicated to the complainant after the date of completion of its examination, but not later than 3 months from the date of the alleged violation of the Code of Ethics and Professional Deontology.
 22. In the case of self-referral, the following procedure shall be followed: a member of the Commission, including the Head, may request the Commission to initiate the self-referral procedure. The decision on self-notification is obtained by direct, secret and free vote. The decision on self-referral shall be taken by 2/3 of the votes cast by the members of the Commission. Commission members who, for duly substantiated reasons, are unable to attend the voting may leave the secret ballot to the Commission secretariat.
 23. The Head of the Commission (or a person designated by him/her) shall convene the Commission within 5 working days of receipt of the notification and shall communicate to the notifier within 15 days the information on the initiation of the examination of the notification.
 24. The meetings of the Commission are not public and the topics of discussion will be recorded in a report drawn up by the Head of the TUM Legal Office. Minutes are not public documents.
 25. Where necessary, the Commission will decide to summon the person or the representative of the entity that made the complaint by registered letter with acknowledgment of receipt.
 26. In order to resolve the complaint, the person complained of not having complied with the standards of university ethics and research may be heard by the Commission or may be invited to make his views known in writing. The summoned person will be summoned at least 5 working days before the hearing date.
 27. The Commission may, at the request of the parties or of its own motion, summon any person who has the information necessary to resolve the case. Identity confidentiality will be kept for these people.
 28. The Commission may record the audio and/or video of the hearing, with the obligation to seek the consent of the participants in the hearing.

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29. Depending on the complexity of the case, the Commission may call on the services of experts to support the analysis and resolution of complaints.
30. Following the investigation of the circumstances of the misconduct and the deliberations on the referral, the Commission shall draw up a report containing the procedural steps required to draw up the judgment.
31. Decisions of the Commission on the settlement of complaints of violations of the TUM Code on Ethics and Professional Deontology shall be adopted by a simple majority of the votes of the Commission members. Commission members who, for good reasons, are unable to attend the voting session may leave the secret ballot to the Head of the TUM Legal Office.
32. The decision of the Commission shall be communicated in writing/in electronic format to the author of the notification, as well as to the person against whom the notification was filed, no later than 5 working days from the date of issuance of the decision.
33. The report and the decision of the Commission shall be submitted to the TUM Rector.
34. The Decisions of the Commission on penalties for violations of the Code of Ethics and Professional Deontology may be challenged. The appeal is submitted within 15 days from the moment of issuance to the TUM Secretariat to the TUM Senate.

IV. SANCTIONS FOR INFRINGEMENT OF THE CODE OF ETHICS AND PROFESSIONAL DEONTOLOGY

35. The sanctions that may be imposed on the teaching, scientific-didactic and scientific staff by the Ethics Commission for violating the rules of the TUM Code of Ethics and Professional Deontology are the following:
 - a) warning;
 - b) reprimand;
 - c) rebuke;
 - d) disciplinary termination of the employment contract (art. 86 of the Labor Code of the Republic of Moldova).
36. The application of the disciplinary sanctions provided in letters c) and d) of point 35 entails the forfeiture of the right to participate in the competition for teaching, scientific-didactic and scientific positions at TUM.
37. In the event of a violation of the integrity of the research activity and of academic fraud, in addition to the application of the sanctions listed in point 35, the Commission may also request the withdrawal and / or correction of all published works in violation of the rules of conduct.

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38. The sanctions that can be applied by the Ethics Commission for violating the norms of the TUM Code of Ethics and Professional Deontology to students, master students, doctoral students, trainees for violating university ethics are the following:
- a) warning;
 - b) reprimand;
 - c) rebuke;
 - d) loss of place in TUM dormitories;
 - e) expulsion, with the right of re-registration at TUM;
 - f) expulsion, without the right to re-register at TUM.
39. The sanctions that may be applied by the Ethics Commission for violating the rules of the TUM Code of Ethics and Professional Deontology to other categories of staff are the following:
- a) warning;
 - b) reprimand;
 - c) rebuke;
 - d) disciplinary termination of the employment contract (art. 86 of the Labor Code of the Republic of Moldova).
40. The sanctions proposed by the Commission must be proportionate to the misconduct and the damage caused by it.
41. The sanctions established by the Commission shall be implemented by the Rector's Order, within 15 days of the Decision issuance.

V. FINAL PROVISIONS

42. This Regulation is an integral part of the TUM Code of Ethics and Professional Deontology and enters into force on the date of its approval by the Senate.