REGULATION OF THE ORGANIZATION AND FUNCTIONING OF THE ETHICS AND DEONTOLOGY COMMITTEE OF THE POLITEHNICA UNIVERSITY OF TIMISOARA

Chapter I GENERALITIES

1.1. LEGAL FRAMEWORK AND INSTITUTIONAL FRAMEWORK

Art. 1

This Regulation of Organization and Operation sets out the organization and functioning of the Ethics and Deontology Commission (hereinafter also referred to as the Commission) of the Politehnica University of Timisoara (hereinafter also referred to as the UPT).

Art. 2

The Regulation has been drafted in accordance with the following legal dispositions:

- a. Law 1/2011 National Education Law, as amended and supplemented;
- b. Law 206/2004 on good conduct in scientific research, technological development and innovation, as amended and supplemented.
- c. Law 677/2001 regarding the protection of personal information
- d. Law 571/2004 on the protection of personnel from public authorities, public institutions and other units reporting breaches of the law
- e. The Charter of the Politehnica University of Timisoara;
- f. The Code for Ethics and Deontology of the Politehnica University of Timisoara.

Art. 3

In the exercise of its tasks, the Commission will take into account, but not be limited to, the following legal and institutional provisions:

- a. Law 1/2011 National Education Law
- b. Law 206/2004 on good conduct in scientific research, technological development and innovation, as amended and supplemented;
- c. Law 319/2003 on the status of the research-and-development staff;
- d. Law 8/1996 on the protection of copyright and related rights, updated;
- e. Government Ordinance 57/2002 on scientific research and technological development
- f. Government Decision 681/2011 Code for doctoral studies
- g. Ordinance of the Ministry of Education, Research, Youth and Sports 3666/2012 on the endorsement of the Code for rights and obligations of the student
- h. The Charter of the Politehnica University of Timisoara
- i. Internal regulations of the Politehnica University of Timisoara

1.2. MISSION. PURPOSE. OBJECTIVES

Art. 4

The Commission's mission is to implement the UPT University Code of Ethics in order to develop a respectful institutional culture so as to ensure the freedom of each Member of the university community and to increase individual responsibility.

Art. 5

The objectives undertaken by the Commission in relation to its tasks and powers and with regard to the purpose of this Regulation shall be:

a. compliance with the rules of ethics by all members of the academic community of the UPT;

b. ensuring that files are resolved in accordance with legal, ethical and deontological norms;

c. dealing with all complaints with objectivity and fairness;

d. preventing misconduct from ethics and professional deontology;

e. accurate and objective reporting of the Commission's activities.

1.3. GENERAL PRINCIPLES FOR ORGANIZATION AND OPERATION

Art. 6

This Regulation formulates the following principles, to be complied with both by the Commission and the other parties:

- a) *Legality* all persons involved in Commission proceedings have an obligation to respect the rights and freedoms of the members of the academic community, the procedural rules, and the equal treatment in accordance with the law;
- b) Fairness all referrals to and sent to the Commission will be treated equally and objectively;
- c) *The primacy of public interest* according to which the order of law, integrity, impartiality and efficiency are protected and promoted by law and by the internal rules of the UPT and the Commission;
- d) *Responsibility* any person reporting breaches of academic ethics or professional ethics is responsible for supporting the complaint with data and evidence of the misconduct;
- e) *Proportionality* in the application of sanctions, so as to avoid abusive, unfair sanctioning;
- f) *Good conduct*, with the aim of enhancing the prestige of the UPT;
- g) *Good faith* all those involved in the Commission's proceedings will respect not only this principle established by the Civil Code as a general rule, but also ethical rules relating to honesty, prudence, loyalty and diligence;
- h) *Keeping confidential* the work of the Commission, the identity of the persons making the referrals and other facts likely to harm others;
- i) *Adversarial procedure* the Commission will bring to the discussion of the parties (in oral or written procedure) all the questions of fact, applications, exceptions or rules of law invoked by them;
- j) *Respect for the right to defense* according to which the parties concerned have the right, within the limits of the principle of confidentiality, to know the file, to propose evidence, to defend themselves, and to submit their claims to appeal against Commission decisions, in accordance with the law;

- k) An active role in finding out the truth in the sense of the Commission's obligation to seek legal and procedural means to prevent any mistake in finding out the truth, on the basis of establishing the facts and the correct application of the Code of Ethics and the law, for the purposes of a thorough, legal judgment fully consistent with ethical rules;
- 1) Independence of the Commission's work from any structure of the UPT.

CAP. II ORGANISATIONAL STRUCTURE OF THE COMMISSION FOR ETCHICS AND DEONTOLOGY

Art. 7

The UPT's Ethics and Deontology Commission is organized as a permanent structure without legal personality, set up to ensure the compliance with university ethics as well as to sanction ethical misconduct.

In carrying out its duties, the Ethics and Deontology Commission of the UPT shall be independent and shall not be subject to interference or pressure from any person.

Art. 8

The structure and composition of the Commission shall be proposed by the Management Board, endorsed by the UPT Senate and approved by the UPT Rector.

Following compliance with the steps referred to in paragraph 1, the UPT Rector shall issue a decision on the nominal membership of the members of the Commission.

The Commission is made up of 11 members, of which a student representative is required.

The Commission shall have a chairman who shall be appointed by the UPT Rector upon the decision to appoint the Commission. The appointment of the Chair of the Ethics Commission shall be endorsed by the UPT Senate.

Art. 9

The members of the commission shall be persons with professional prestige and moral authority and hold a permanent teaching position within the UPT, in accordance with the law.

There may be no members of the Commission who are in managerial/executive positions, regardless of the level.

A student representative must be part of the Commission.

Art. 10

The term of office of the Commission shall be four years. The term of office of each Member of the Commission shall not exceed four years.

If the term of office of a Member of the Commission ends before the expiry of the four-year period, a new Member shall be appointed within 30 days, subject to the provisions of Articles 7 to 9.

If a Member of the Commission is replaced, the term of office of the new Member shall not extend beyond the date on which the term of office of the Commission expires.

Members of the Commission may not exceed two consecutive terms of office in two legislatures.

When a new Ethics Commission is elected, the outgoing Commission ensures that all documents are handed over to the President of the new Commission.

Art. 11

The Commission shall have a Secretary who shall keep records of the Commission documents, draw up minutes and other necessary acts, and shall ensure contacts and other actions related to the work of the Secretariat.

The Secretary of the Commission shall be a Member of the administrative staff of the UPT.

The Secretary of the Commission shall not be a Member of the Commission with the right to vote.

The Secretary of the Commission shall be proposed by the Secretary-General of the UPT and appointed by decision of the UPT Rector.

Art. 12.

The President shall represent the Commission in relation to the management of the university and shall have the following tasks:

a. to propose the planning of the activities necessary for the fulfillment of the task assigned to it by this Regulation and to submit it to the Commission for approval;

b. to convene, chair and moderate the Commission's working meetings;

c. to establish the agenda for the Commission's working meetings;

d. to coordinate the preparation of the annual report on the current respect for academic ethics and ethics of research activities;

e. to submit to the Rector and to the University Senate the annual report referred to in (d);

f. in the event of their unavailability, to appoint any of the members of the Commission for the temporary performance of the duties of president.

Art. 13

In the event of the President's unavailability, he or she shall be given the power to appoint any of the members of the commission for the temporary exercise of the office of President.

Art. 14

The Members of the Commission shall attend its meetings, consider the referrals, express points of view and give opinions on how to deal with the case independently and individually. The Members of the commission shall exercise any other duties arising from the law and the internal rules of the UPT.

Art 15.

The term of office of the members of the Commission shall end in the following cases:

a. revocation on a proposal from the Management Board, endorsed by the UPT Senate and approved by the UPT Rector;

b. by resignation;

c. by losing membership of the UPT community;

d. following disciplinary/ethical violation sanctions.

Art. 16

The legal adviser may attend the meetings of the Commission as a guest without having the right to express their views on the facts which are the subject of the Commission's meeting. The legal adviser shall not be part of the Commission and shall not have the right to vote.

The resolutions of the Academic Ethics Commission shall have to be endorsed by the university's legal adviser.

The university has legal responsibility for the work of the Commission and its decisions.

The legal support shall be provided by the Legal Office of the UPT in the drafting of the Commission's decisions.

CAP. III THE REGIME OF INCOMPATIBILITIES AND CONFLICTS OF INTEREST WITH REGARD TO THE ETHICS COMMISSION

Art. 17

In the case of proceedings for the examination of referrals/complaints, the Member of the Commission is incompatible who:

a. is in a relationship of spouse, relative up to and including a third degree with any of the parties (plaintiff or defendant);

b. by decision of the commission, it may affect their spouse, or relatives up to and including a third degree, and other cases calling into question their independence and impartiality.

Art. 18

In proceedings for the examination of complaints/complaints, the Member of the Commission shall have a conflict of interest when:

a. they, their spouse or their ascendants or descendants, have any interest in resolving the referral;

b. there is an enmity between them, their spouse or one of their relatives up to and including the fourth degree and one of the parties, their spouses or relatives up to and including the third grade, and for other cases calling into question their independence and impartiality.

Art. 19

If a case referred to in Articles 17 and/or 18 arises, the Member of the Commission shall, before commencing an examination of the matter, notify the Commission of such cases and should such cases arise after the examination has begun, as soon as they have known them. The Commission shall also notify the parties concerned.

The person who has declared their incompatibility/their conflict of interest shall not participate in the examination of the referral and in the adoption of the decision.

Art. 20

An objection to a Member of the Commission may be requested by any of the parties concerned, subject to the penalty of revocation, within five days of the party becoming aware of the composition of the Commission or, as the case may be, of the objection.

The request for objection shall be decided by the Commission without the participation of the Member whose objection is requested.

Before taking a decision on the request for objection, the Commission may hear the Member objected/party who requested the objection.

Art. 21

The provisions of Article 17-18 shall also apply to the legal adviser invited to meetings of the commission or to the person advising the Commission's decision, or to any expert invited/person to whom an opinion has been requested in accordance with the provisions of this Regulation.

The persons referred to in paragraph 1 shall be obliged to notify the Commission without delay of any incompatibility/conflict of interest situation and to refrain from any procedural act.

The parties concerned may refer the matter to the Commission and request objection to the persons concerned under such conditions as those laid down in Article 20(1).

The Commission shall take a decision without delay on the case of incompatibility/conflict of interest.

Art. 22

In the event of non-compliance with these provisions, acts carried out by the Commission with the participation of the Member in a state of incompatibility/conflict of interest shall not be taken into account.

If a decision is given on the settlement of a referral and the conflict of interest/incompatibility is found with regard to one of the Members of the commission/expert who has made an essential opinion in the settlement of the case, that decision shall be unenforceable.

The annulment of the judgment may be requested by the injured party within a maximum of 10 days from the date of the finding of incompatibility/conflict of interest, but no more than 30 days from the date of communication of the judgment.

Where the legal adviser of the UPT has endorsed the Commission's decision without notifying it that they are in a situation of incompatibility/conflict of interest, the legal opinion shall be null and void.

Art. 23

Failure by the persons concerned to comply with the provisions of this Chapter may give rise to their legal liability.

CAP. IV. MATERIAL COMPETENCE AND POWERS OF THE ETHICS COMMISSION

Art. 24

Material competence:

The Commission shall analyze and settle complaints about facts which may constitute deviations from the norms of university ethics, in accordance with the provisions of Law No. 1/2011, as amended and supplemented, of Law No. 206/2004, as amended and supplemented, as well as the provisions of the Code of Ethics and other internal provisions of the UPT.

The competence of the Commission of Academic Ethics covers deviations from the code of ethics inside the university and university campus, and those conducted outside it, in so far as it involves members of the university community.

Art. 25

Competence related to the quality of persons.

The Commission shall examine and settle complaints about facts which may constitute breaches of the rules of university ethics committed by members of the UPT community, as defined in Article 15 of the UPT Charter.

Where a person no longer has the status of a Member of the UPT community, the Commission may only analyze and resolve the case if the act was committed during the time that the person was a Member of the UPT community. The Commission may propose to impose a sanction in such cases only

if the sanction is expressly provided for by law and has legal effect on a person who, at the time of the decision, no longer has the status of a Member of the academic community of the UPT.

Art. 26

If the Commission finds that it is not competent to deal with a referral, it shall decide thereon. The reasons for the decision shall be given in fact and in law.

Art. 27

The Commission shall have the following tasks:

- a. to review and resolve deviations from the Academic Ethics, on the basis of referrals/complaints or self-referral, in accordance with the Code of Academic Ethics and Deontology and this Organization and Operation Regulation. The Commission will only address written complaints/referrals which are assumed and signed;
- b. to establish sanctions for deviations from ethics as defined in the Code of Ethics and in the applicable legislation;
- c. to appoint analysis panels to examine claims relating to deviations from good conduct in research and development brought to its attention following referrals or on an own initiative basis;
- d. to endorse or to reject reports issued by the analysis panels;
- e. to produce an annual report on the state of respect for academic ethics and ethics in research activities, which shall be presented to the Rector, to the university Senate and shall constitute a public document;
- f. to contribute to the elaboration of the Code of Academic Ethics and Deontology, which is proposed to the university Senate for adoption and inclusion in the University Charter;
- g. tasks assigned by Law 206/2004, as amended and supplemented;
- h. to issued recommendations regarding the respect of ethics in UPT;
- i. to issue proposals for amendments to the UPT Code of Ethics, which shall be submitted to the UPT Senate for adoption;
- j. other tasks provided for in the UPT Charter or by the law.

CAP. V. SPECIFIC PROCEDURES WITHIN THE ETHICS COMMISSION

5.1. REGIME OF DOCUMENTS ISSUED / PROCESSED BY THE ETHICS COMMISSION

Art. 28

In the performance of its tasks, the Commission shall issue decisions, reports, proposals and recommendations. When drawing up decisions, reports, proposals and recommendations, the members of the Commission may also correspond by electronic mail.

Art. 29

The proceedings of the commission shall be recorded in the minutes of the meeting. The minutes shall record the list of participating members, the subjects discussed and the decisions taken, either by consensus or by vote. In the case of decisions adopted by vote, the minutes shall indicate the number of votes in favor, against and abstentions.

Art. 30

Complaints, points of view, expert opinions, witness statements, reports, judgments and any other documents, evidence shall be kept on the case-file.

Art. 31

The Commission may issue invitations to the persons concerned or to persons whose presence is necessary for the work of the commission in order to settle the referral.

Art. 32

The annual report of the Ethics Commission is a public document, but it must respect the confidentiality of the identity of the parties involved in the complaints resolved by the Commission.

Art. 33

Documents prepared by the Commission/case files shall be stored in the University archives, shall be confidential and shall not be public documents. The exception to the confidential and non-public nature of documents shall be the Annual Report of the Commission, the regime of which is laid down in Article 32 of this Regulation, and the data, which are legally qualified as being of public interest, i.e. the data to be lawfully processed.

Documents forming part of a file examined by the Commission shall be treated as staff documents and shall be subject to the retention arrangements assigned to them. The exception is data and information which are of public interest or which must be published under special law.

5.2. MEETINGS OF THE ETHICS COMMISSION

Art. 34

The Commission shall meet on a six-monthly basis in ordinary meetings and whenever necessary in extraordinary meetings. Members of the Commission shall be required to be present; a combination of three non-motivated absences shall require replacement of the Member of the Commission.

Art. 35

Meetings of the Commission shall not be public. The deliberations and the decision shall be made with the sole participation of the members of the Commission. The way in which the members of the committee voted to take decisions on cases of breaches of ethics, the positions taken by each Member individually in the discussions and the minutes of the meetings constitute professional secrets.

Art. 36

Meetings of the commission shall be convened at the request of the President of the commission or at least half of its members at least five days before the date fixed. The agenda shall be forwarded by electronic mail to all members at least 48 hours in advance of the meetings, approved at the beginning of each meeting and may be amended by decision of the members of the Commission at the request of any Member of the commission.

Art. 37

The quorum of the commission shall be half plus one of the members.

Art. 38

Meetings of the Commission may also be attended by:

1. Parties which have been convened in accordance with the provisions of this Regulation;

2. The legal adviser, if invited by the Commission, in accordance with the provisions of this Regulation;

3. experts whose presence is deemed necessary by the Commission in order to clarify scientific/technical matters and who have been invited by the President of the Commission;

4. The UPT Rector or the President of the UPT Senate, if their presence is deemed necessary by the Commission in order to clarify certain matters.

Persons who participate in Commission meetings are obliged to keep confidential the work/decisions they have witnessed and the identity of the parties involved. The duration of the presence of the persons referred to in point 1 at meetings of the Commission shall be determined by the Commission. If it is found by the Commission that the presence of the persons mentioned above is no longer necessary, they shall be asked to leave the meeting.

5.3. SPECIFIC PROCEDURES OF THE ETHICS COMMISSION, RELATING TO THE COMPETENCES AND TASKS OF THE COMMISSION

5.3.1. SOLVING OF CASES

Art. 39

The complaint is an information given by a person who has been injured by the act which may constitute a breach of ethics.

The referral is the information given by a person about a deed that may constitute a deviation from ethics.

Art. 40

Any person from or outside the university may submit referrals/complaints to the Academic Ethics Commission regarding an act which may constitute a breach of the university code of ethics or misconduct in scientific research by a Member of the UPT community.

Referrals/complaints shall be submitted only in writing to the UPT Registry and shall contain at least the following elements:

1. name of the person referring, their mail address;

2. name of the person referred;

3. detailed description of the referred act, and the date of the act, whenever possible;

4. evidence held by the person referring;

5. express statement of the person referring with regard to their agreement / disagreement to the disclosure of their identity as the person referring to the person referred;

6. date of the referral and signature of the person referring.

If the Commission finds at the first review meeting that the referral/complaint does not contain the signature of the person making the complaint, the Commission will order the case to be closed. Even in this case, if serious facts prejudicial to the reputation and image of the UPT are brought before the Commission, the Commission may refer the matter to itself.

If the referral does not contain the reference in paragraph 5, the Commission will, even before the first meeting to examine the referral/complaint, ask from the complainant express agreement/disagreement as to the disclosure of their identity to the person complained of. Failure to reply shall not prevent the referral from being dealt with and the confidentiality of the identity of the claimant being treated in accordance with the provisions of the law and this Regulation.

If the complainants make allegations that are not substantiated or true, the University Ethics Commission has the right to take notice and to establish legal sanctions against such claimants.

Art. 41

Anonymous referrals/complaints will not be taken into account.

Art. 42

The Commission may take notice of and investigate deviations from and breaches of the provisions of the University Code of Ethics, as well as deviations from good conduct in scientific research only when the members of the commission assess on the basis of evidence and decide that the facts are such as to tarnish the image and prestige of the university.

Art. 43

The Commission may consider, within the limits of its competence, referrals to other fora of the UPT, but which have been directed to the Commission by the UPT Rector/President of the UPT Senate.

Art. 44

In all cases, the Commission will examine in advance whether it has the power to settle the referral/complaint and will judge in accordance with the provisions of this Regulation.

Art. 45

All referrals/complaints received shall be recorded and transmitted, in electronic form, to all Members of the Commission as of the date of receipt, by the Secretary of the Commission or by the Member designated by the President, under the conditions of this Regulation.

The IT Department of the UPT will advise members of the Commission to ensure the confidentiality of documents transmitted by electronic mail. They will be sent to the members of the committee with a password, with only the members of the committee knowing the password.

Art. 46

The person complained of shall be informed of the receipt of the referral by the Secretary of the Commission and shall be summoned in writing to the examination of the complaint, subject to the rules of this Regulation with regard to the confidentiality of the identity of the complainant.

The written notice shall contain the mandatory elements provided for by law, as well as the right of the person complained of to express their point of view in writing.

The absence of a written view from the person complained of or the absence thereof from the meeting for which they were legally summoned shall not constitute an impediment to the proceedings.

The Commission shall respond to the author of the referral within a maximum of 30 days of receipt of the referral.

Art. 47

The Commission shall take specific action to determine whether the offense referred to is a breach within the meaning of the Academic Ethics Code, as follows:

a. it will convene in writing the person complained of at the examination meeting, specifying in detail the facts on which they are accused, the date, place and time of the hearing;

b. it may request the views of experts/specialists;

c. it will appoint analysis panels under the terms of law no 206/2004;

d. it may hear witnesses;

e. it may convene the parties to challenge each other ;

f. it may order any other necessary and useful measures to resolve the case properly and lawfully.

Art 48

The Ethics Commission may order several referrals/complaints to be brought together in the following cases:

1. two or more acts have been committed by the same person;

2. several persons participated in a deed.

Art 49

The Ethics Commission may, in duly justified cases, decide on the severance of certain complaints with regard to some persons/facts.

Art 50

Decisions relating to the joining or severance of cases shall be communicated to the parties concerned.

Art. 51.

The parties involved in the proceedings of the Commission shall have the rights and obligations provided for by law, the Code of Ethics and this Regulation.

The Parties shall have the duty to show good faith in their cooperation with the Commission for the proper conduct of the examination of the dispute and for its completion within the prescribed time limit.

Art. 52.

The final report of the Commission for each referral or complaint shall be approved by decision of the Commission, for which members who are in conflict of interest/incompatibility shall not vote.

Decisions of the Commission concerning the approval of reports establishing sanctions shall be valid if they obtain a number of *for* votes equal to or greater than the simple majority of the members of the Commission as laid down in Article 8.

If on the date fixed for the meeting it is found that at least two-thirds of the members of the Commission are not present, the meeting shall be re-scheduled within a maximum of five calendar days. At the second meeting so convened, decisions of the Commission on the approval of reports establishing sanctions shall be valid if they obtain the votes of a majority of the members present, while respecting the quorum.

Art.53

For facts which may constitute deviations from the rules of ethics in research, as defined in law 206/2004, the specific tasks for the analysis and resolution of the case shall belong to the analysis panel appointed in accordance with law and this Regulation.

The panel of analysis shall draw up a report setting out the sanction. The panel's report will be endorsed or not by the Ethics Commission, under the law. The Commission's decisions will always be motivated.

Art. 54.

The sanctions that may be established for teaching and research staff and auxiliary teaching and research staff by the University's Ethics Commission for infringements of university ethics shall be as follows:

(a) written warning;

(b) a reduction in the basic salary, combined where appropriate with the remuneration of management, guidance and control;

(c) suspension, for a specified period of time, of the right to enter a competition for a higher teaching position, or a position in management, guidance and control, as a member of doctoral, master or license commissions;

(d) dismissal from the post in education management;

(e) disciplinary termination of employment.

Art. 55

The sanctions that may be determined by the university Ethics Commission for students and doctoral students for violating university ethics are as follows:

(a) written warning;

(b) expulsion;

Art 56

For deviations in the research activity, as defined in Law No 206/2006 and Section 4.1.6 of the Code of Ethics, penalties are to be established by the analysis panel appointed by the Ethics Commission, approved by the UPT Senate and implemented by the UPT Rector.

The penalties to be laid down by the analysis panel shall be:

1. written warning;

2. withdrawal and/or correction of all published works in breach of the rules of good conduct;

3. reduction of the basic salary, combined where appropriate with the management, guidance and control allowance;

4. suspension, for a fixed period of time between 1 and 10 years, of the right to enter a competition for higher office, management, guidance and control or as a Member of contest boards;

5. dismissal from the management position of the research and development institution;

6. disciplinary termination of employment.

Art. 57

Penalties established by the Commission shall be communicated to the UPT Senate and shall be applied by the UPT Rector, by means of a Penalty Decision. It is the responsibility of the legal division of the UPT to prepare the decision and address of the case, as well as to transmit the documents to the complainant and the person complained of.

Art 58

In determining the penalties and their application, the time limits imposed by the applicable legal provisions shall be respected.

In the case of deviations established by Law No 206/2004, the analysis panel shall draw up a report which shall be approved by the Ethics Commission, communicated to the person making the referral in writing and made public on the institution's website within 45 calendar days of the receipt of the referral.

In case of deviations from the standards of good conduct in research and development, the report shall name the guilty persons and lay down the sanctions provided for in Law No. 206/2004. The guilty persons may be different from the persons complained of in the text of the referral.

Art. 59

The parties may challenge the Commission's decisions in accordance with the legal provisions.

Art 60

The procedures described in this Regulation shall be supplemented by the provisions of Law No 206/2004 as regards facts which may constitute deviations from the standards of good conduct in research and development.

5.3.2. PREPARATION OF THE ANNUAL REPORT

Art. 61

The Commission will produce the annual report on the state of respect for academic ethics and ethics of research activities.

The Members of the Commission will participate in the drafting of the report. The work of the Commission may take place at a meeting or be carried out by electronic mail between its members.

5.3.3. PREPARATION/MODIFICATION OF SPECIFIC PROJECTS/REGULATIONS

Art. 62.

The Commission will be actively involved in the preparation/modification of Commission-specific projects/regulations.

These proposals/projects will be submitted to the UPT leadership, reviewed and approved by the competent governing bodies.

CAP. VI. FINAL AND TRANSITORY DISPOSITIONS

Art. 63

The provisions of this Regulation shall be supplemented by the applicable legal and institutional provisions.

Art. 64.

This Regulation was approved at the meeting of the UPT Senate Bureau on 29.04.2015.