



UNIVERSIDADE LUSÓFONA

Declaration of Commitment of COFAC and Universidade Lusofona's CBIOS to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

COFAC, the Cooperative for Education and Cultural Animation, Crl and **CBIOS**- the Universidade Lusofona's Research Center for Biosciences & Health Technologies, here represented by Professor Manuel de Almeida Damásio the CEO and Professor Luis Monteiro Rodrigues the General Director, respectively, hereby express their full endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (EU Charter & Code) aiming at making researcher's career more attractive and, by doing so, to enhance the quality of research and innovation in Europe.

COFAC is a non profit organization, responsible for the Lusophone University of Humanities and Technologies (ULHT - Universidade Lusófona de Humanidades e Tecnologias) the largest portuguese private educational organization involved in all levels and types of education, and included in the national higher education network. In this context CBIOS represents the university's organic unit dedicated to R&D activities in health domains. CBIOS facilities are located in the main campus of the ULHT and is structured in full accordance with the administration development strategy for human health projects (<http://cbios.ulusofona.pt/>). CBIOS is supported by balanced body of fundamental and applied research, resident and floating researchers in close collaboration with a large network of partners, private and public, national and international.

Since its formal statutory establishment in 2011, CBIOS priorities were subscribed under the auspices of the European Charter for Researchers principles of ethics and good practices in research, dissemination and exploitation of results under research freedom, accountability and transparency. Also, with full alignment with all requirements for fair and transparent recruitment processes set out in the Code of Conduct, particularly in what concerns the recognition of mobility, non-discrimination and the working conditions.

By signing this declaration, here represented organizations assume full commitment to reassert the recommendations set out in the European Charter & Code, also promoting them within other private institutions of the Portuguese Scientific and Technological System- SCTN as well. We are willing to contribute to the enlargement of the effective implementation of such recommendations in order to consolidate the continuous development in research careers in Europe.

Lisboa, 20th June 2015.



Manuel de Almeida Damásio, PhD
COFAC / U Lusofona CEO



Luis Monteiro Rodrigues, MSc, PhD
CBIOS General Director