

RESEARCH COORDINATION OFFICE
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KATHOLIEKE
UNIVERSITEIT
LEUVEN

OUR REF.
YOUR REF.
LEUVEN, 2010-10-18

Declaration of commitment by the University of Leuven (K.U.Leuven) on the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

K.U.Leuven hereby formally adopts the principles outlined in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

The majority of the recommendations in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers are already common practice at the K.U.Leuven. Future initiatives will continue to be in line with the Charter's guidelines.

The K.U. Leuven embraces the values of free inquiry and pursues a policy of non-discrimination. K.U.Leuven fosters a long tradition in the development of careers and the mobility of researchers. The K.U.Leuven also adopted the LERU model code of practice for research employment, attached to this letter.

The LERU Model Code of Practice for Research Employment has been developed through a process of extensive consultation with and among our peer institutions in the League of European Research Universities. It has been endorsed by the LERU Rectors' Assembly as a Model Code and represents an aspiration to which LERU universities are working and of which many elements have already been implemented in LERU universities. The LERU Model Code of Practice outlines the high international standards we adhere to when employing our researchers. It reflects LERU universities' shared commitment to providing their research staff with excellent working conditions within a stimulating and challenging professional environment.

The LERU Model Code of Practice was also developed in line with the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. It codifies and promotes the existing high HR standards across all LERU universities, expressing these as a direct commitment to

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their own research employees. The LERU Model Code of Practice has been designed to complement and support the specific requirements of the European Charter for Researchers, the European Code of Conduct for the Recruitment of Researchers, the UK Concordat on Research Career Development, academic labour agreements and HE legislation affecting LERU universities, quality processes such as the Swiss Label Mechanism, and other applicable national and local HR policies. The adoption and publication of the LERU Model Code of Practice forms a key element in LERU universities' implementation of explicit HR strategies and related action plans, which are strongly encouraged by the European Commission and national bodies.

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Yours sincerely,



Prof. Dr. Mark Waer
President of the University of Leuven

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