


**DECLARATION OF COMMITMENT BY UNIVERSIDAD EUROPEA DE MADRID TO THE “EUROPEAN CHARTER FOR RESEARCHERS” AND TO THE “CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS”**

Universidad Europea de Madrid, represented by her attorney, Eva María Icarán Francisco, Vice-Rector for Teaching and Research, welcomes and endorses the 40 principles established and published in the Commission Recommendation 2005/251/EC on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, expressing its full adherence to this Recommendation, as well as the commitment to start the procedure and to undergo all subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R).

Within its legal boundaries, Universidad Europea de Madrid, hereby notifies its involvement into the process of implementing a Human Resources Strategy for Researchers (HRS4R), meaning applying the stated principles via its human resources policies for researchers and promoting transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

By adhering to this Recommendation, Universidad Europea de Madrid expresses its wish to create an adequate framework for researchers and to contribute to raising the prestige and attractiveness of research career in Europe.

Villaviciosa de Odón (Madrid), 26<sup>th</sup> of March 2020



UNIVERSIDAD EUROPEA DE MADRID

Mrs. Eva Mª Icarán Francisco

Vice-Rector for Teaching and Research