

Professional and ethical aspects

1. Research freedom

Researchers should ensure that their work is for the good of humanity and expands the frontiers of scientific knowledge, while enjoying freedom of thought and expression, as well as the freedom to determine methods that will resolve problems in accordance with recognised ethical practices and principles. Nevertheless, researchers should be aware of the limits of this freedom that are likely to result from particular circumstances of research (especially when planning the supervision, direction and management of research) or operational restrictions, for example, for budget or infrastructure reasons and, particularly in the industrial sector, for reasons of protecting intellectual property. However, these limits should not hamper the recognised ethical practices and principles to which researchers should adhere.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Fundamental principle recognised by the laws of the French Republic on the independence of research professors: Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355 DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p>	<p>Guarantees of independence for research professors resulting from a fundamental principle recognised by French laws confirmed by several Constitutional Court Decisions.</p>			
<p>Articles 1 and 4 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants Articles L. 123-9, L. 719-1, L. 719-2, L. 952-2, L. 952-4 and L. 952-6 of the Education Code Articles 2, 3, 4 and 5 of decree n° 84-431 of 6 June 1984 on setting common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers.</p>	<p>Law of 1983, which constitutes the first title of the general statute for civil servants, determines the fundamental guarantees for civil servants. It specifies that civil servants are bound by the statutory and regulatory requirements of the administration. Research professors and researchers benefit from total independence and freedom of expression when performing their teaching duties and research activities, subject to the conditions imposed on them, in accordance with university traditions, the provisions in the Education Code and principles of tolerance and objectivity. These texts give research professors the exclusive authority to set the general principles of allocating teaching roles and research activities in an institute and the option to participate in projects conducted by a research team</p>	+/-	N/A	<p>1) European Charter for Researchers and the recruitment code for researchers and research professors is to be sent to researchers and research professors by putting the document online on the UCA website</p> <p>2) UCA Charter of Ethics and Deontology</p> <p>3) Appointment of a Scientific Integrity adviser and implementation of procedures in the event of a breach of scientific integrity</p>
<p>Article L. 952-2 of the Education Code</p>	<p>Guarantees research professors and researchers complete independence and full freedom of expression in carrying out their teaching roles and research activities, subject to the conditions imposed on them, in accordance with university traditions and the provisions in the Education Code and principles of tolerance and objectivity.</p>			

2. Ethical principles

Researchers must comply with recognised ethical practices and the fundamental ethical principles of their discipline(s), as well as the ethical norms supported by the various national, industry and institutional ethical codes.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: +/-; Insufficient: -	In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation

<p>Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355 DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p> <p>Articles L. 952-2, L. 952-6, L. 952-6-1 and L. 952-15 of the Education Code</p> <p>Article 3 of decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>Articles 9, 9-1 and 9-2 of decree n° 84-431 of 6 June 1984 on setting common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers.</p> <p>Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2008-69 of 23 April 2008 on selection committees for recruiting research professors. Guide to the operation of selection committees in higher education established by the general human resources department of the Ministry of Education</p>	<p>Guarantees of independence for research professors resulting from a fundamental principle recognised by French laws confirmed by several Constitutional Court Decisions. Research professors are qualified, recruited, assigned and managed by their peers.</p> <p>When examining candidates' files for qualifications and when recruiting research professors, the members of different divisions of the National Council of Universities and selection committees may not participate in the work if their impartiality is not guaranteed.</p> <p>In addition, parents, brothers and sisters or friends of candidates may not take part in the work of selection committees. Thesis supervisors may not give an opinion on the file of candidates whose work they supervised.</p>	+/-	Slight discrepancy, actions ongoing	<p>1) The question of awareness of ethics and scientific integrity (HDR table) and notions of equality appear among the criteria for defending the accreditation to supervise research (HDR).</p> <p>2) Declaration of conflicts of interest by the members of the recruitment commission, the selection committees, the UCA ethics commission and the Cap 20-25 council. Work on the methods of applying the reports of the selection committees.</p> <p>3) To do: Increase the attractiveness of UCA on an external and international level: - Write job profiles to allow for external recruitment. It is possible for academics and researchers at foreign universities to be members of selection committees. It is also possible to recruit foreigners as research professors (it is up to the institute to decide and consequently create a job profile) - Put job profiles translated into English online (UCA website, Euraxess site)</p>
<p>Article L. 211-1 of the Research Code</p> <p>Articles L. 1412-1 to L. 1412-6 and R. 1412-1 to R. 1412-14 of the French Public Health Code</p>	<p>Specifies the role of the National Consultative Ethics Committee on Health and Life Sciences with regard to ethics and societal questions that arise as part of the progress of knowledge in the fields of biology, medicine and health. Some research organisations have put in place their own ethics committees (INSERM, CNRS).</p>	+/-	Slight discrepancy, actions ongoing	<p>1) Common ethics committee for several institutes, including UCA/animal testing: C2E2A</p> <p>2) Establishment of an Institutional Review Board at the UCA Ethics Commission to give ethical opinions with regard to humans. Links with the Organisation for Ethical Reflection Auvergne in the Auvergne-Rhône-Alpes region (ERERA AuRA) via the vice-president for ethics and deontology, who represents the president of UCA.</p>
<p>National Ethics Charter for research professions signed on 29 January 2015 by CNRS, Inserm, Inra, Inria, IRD, Cirad, the Curie Institute and universities represented by the Conference of University Presidents</p> <p>National Expertise Charter of 22 December 2009</p>	<p>These charters comprise of a range of major international texts, notably the 2005 European Charter for Researchers, and implementing them is the responsibility of the establishments.</p>	+	Slight discrepancy, actions ongoing	<p>1) Establishment of the Commission of Ethics and Deontology at UCA</p> <p>2) Policy choices designed to place ethical and deontological aspects of research at the heart of UCA's strategic objectives with the appointment of a vice-president for ethics and deontology, a Scientific Integrity adviser and a research correspondent in the human resources department.</p> <p>3) UCA signed the National Ethics Charter for research professions</p> <p>4) Ongoing: establishment of an ethics charter for UCA that covers points that apply to all UCA staff: - Establishment of the Commission of Ethics and Deontology at UCA - Circulating the ethical charter: by e-mail and on the UCA website, on the UCA page dedicated to ethics. - Suggest local training in ethics and scientific integrity for doctorate (mandatory) and Master's students - Raising awareness among research professors applying for their HDR about ethics and scientific integrity through local training. - Put in place a booklet for research professors that specifies the career path of this role, their duties and obligations, their working conditions, their environment and the confidentiality of results etc. (NB: the point on mandatory training in ethics and scientific integrity for doctorate students is mentioned in the UCA charter for doctorate students) - circulation of the National Ethics Charter for research professions via the UCA website to all staff</p>

3. Professional responsibility

To the best of their ability, researchers shall endeavour to ensure that their research projects are useful to society and do not replicate research carried out by others in the past. They shall avoid all types of plagiarism and respect the principle of intellectual property and joint ownership of data in the event of research conducted in collaboration with one or several doctorate/placement supervisors and/or other researchers. The necessity of validating new observations by showing that experiments can be replicated should not be interpreted as plagiarism, as long as the data to be confirmed has been cited clearly. Researchers should ensure that the delegate has the necessary skills in the event that any part of their work is delegated.

<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
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<p>Articles 19, 25-III, 26, 29 and 30 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants Article L. 952-2 of the Education Code Articles L. 111-1, L. 113-2, L. 113-5, L. 122-4, L. 335-2, L. 335-3 and L. 335-8 of the French Intellectual Property Code</p>	<p>The general statute mentions the obligations of civil servants: duty of discretion, reserve, confidentiality, neutrality and professional responsibility and the duty to dedicate all of their professional activity to the tasks with which they have been entrusted. The Intellectual Property Code includes specific provisions for employees who are authors of works that are not subject to approval from a hierarchical authority prior to their circulation by virtue of their status, which is the case for research professors and researchers. Under these circumstances, the administration may use the works by these members of staff only if a rights transfer agreement exists and within the limits specified by this agreement. This code also includes the applicable legal system in terms of collective ownership of a piece of work and established the penalties for copying, which makes it possible to fight plagiarism.</p>	<p>+/-</p>	<p>Slight discrepancy, actions ongoing</p>	<p>1) UCA charter of ethics and deontology 2) Existence of anti-plagiarism software (Compilatio.net) that can be accessed from the UCA website or via the digital workspaces (ENT) (Université d'Auvergne (UdA), Université Blaise Pascal (UBP)), or the educational tab for Uda, or the "Coursenligne" teaching platform, which was shared before the merger. Each of these tools can be accessed via the links available on the UCA website and all teaching staff at UCA has access to them. 3) A paragraph on plagiarism (definition, possible penalties) can be found in the document on the rules of study titled "Rules on studies and the assessment of knowledge".</p>
<p>Articles L. 712-2, L. 714-1, L. 951-3, R. 951-1 to R. 951-4, D. 951-3 and R. 953-1 to R. 953-3 of the Education Code</p>	<p>Conditions governing the validity of delegations of power and signatures were established by the Conseil d'Etat (Council of State) for the purposes of legal security. Delegations must be authorised by a written and publicised statutory or regulatory text and be sufficiently precise with regard to the extent of the tasks delegated and the authority appointed. Within universities, the supervision of delegations is very strict and is set by the legislator in order to give a key role to managers and secure decision-making. In addition to certain authorities (vice-president of the board of directors, elected members older than 18, director-general of services and faculty directors), the president of the university may delegate their signature to category A employees under their authority. For issues that interest the research units established with other public higher education or research institutes, authority may be delegated to their respective heads.</p>	<p>+/-</p>	<p>Slight discrepancy, actions ongoing</p>	<p>1) There is a Scientific Integrity adviser with procedures to be followed in the event of a breach of scientific integrity (order of the authors in publications, contributions, etc.) 2) All delegations of signing authority by the president are approved by the chancellor and are accessible as they are published in the collection of administrative acts on the UCA website. The point of contact is the Department for Legal and Institutional Affairs (DAJI) at UCA. 3) Delegations of presidential power with regard to maintaining order and building security. The acts are accessible as they are published in the collection of administrative acts on the UCA website. The point of contact is the Department for Legal and Institutional Affairs (DAJI) at UCA.</p>
<p>4. Professional attitude Researchers should be aware of strategic objectives governing their research environment, as well as financing mechanisms, and should request all the necessary authorisations before starting their research work or accessing the resources provided. They should inform their employers, funders or doctorate/placement supervisor if their research project is delayed, redefined, completed or if they anticipate that the project will be finished ahead of time or suspended for whatever reason.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of +, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Article L. 123-3 of the Education Code. Article L. 112-1 of the Research Code Articles 2, 7-1 and 18-1 of decree n° 84-431 of 6 June 1984 on setting common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers, amended notably by decree n° 2014-997 of 2 September 2014 Article 1 of decree n° 92-70 of 16 January 1992 on the National Council of Universities Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>The career path of research professors is a change to decree n° 2014-997 of 2 September 2014, which revoked the framework for assessing research professors established by decree n° 2009-460 of 23 April 2009. It is within the jurisdiction of the National Council of Universities and there are certain methods for implementation and taking it into consideration.</p>	<p>+/-</p>		<p>1) Individual evaluation and career advancement systems for research professors are only partly known: A booklet on research professors was put together to hand out at recruitment and that details career progression (promotions, HDR and transfer among bodies), among other things. A welcome day also takes place once a year.</p>

<p>Articles 14 bis and 25 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p> <p>Article 87 of law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and public procedures (deontology commission)</p> <p>Articles L. 421-3, L. 531-1 to L. 531-16 of the Research Code. Decree n° 2007-658 of 2 May 2007 on joint activities of civil servants, non-permanent agents of public law and workers in state industrial institutions</p> <p>Decree n° 2007-611 of 26 April 2007 on the carrying out of private activities by non-permanent civil servants or employees who have temporarily or permanently stepped down from their roles and the ethics committee</p> <p>Ministry of Budget, Public Accounts and Civil Service circular of 31 October 2007 pursuant to law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and procedures</p> <p>Ministry of Budget, Public Accounts and Civil Service circular n° 2157 of 11 March 2008 on the simultaneous pursuit of activities and pursuant to law n° 83-634 of 13 January 1983 on the rights and obligations of civil servants, notably its article</p> <p>Ministry of Higher Education and Research circular of 25 June 2008 on applying the regulations</p>	<p>This group of texts specifies the rights and obligations of civil servants and contracted employees in terms of simultaneously pursued activities and defines the deontology review methods that apply to these employees.</p> <p>The Research Code specifies the involvement of research staff in creating companies and in activities with established companies under certain conditions that it decrees.</p>	<p>-/+</p>		<p>1) UCA Charter of Ethics and Deontology</p> <p>2) September 2018: contractual training put in place</p> <p>3) 2018: Establishment of a guide raising awareness of intellectual property, creating businesses and validating results among research professors and students. In the meantime, specific website links to contractual procedures have been put on the UCA website. Value transfer section in 2019.</p> <p>4) There is training in intellectual property and creating innovative companies for doctorate students and in raising awareness for Master's students.</p> <p>5) 2018: the technology transfer acceleration company (SATT) shall intervene in the thesis committees of the Engineering Sciences Doctoral School, with potential generalisation of other doctoral schools in the meantime.</p>
<p>National Ethics Charter for research professions signed on 29 January 2015 by CNRS, Inserm, Inra, Inria, IRD, Cirad, the Curie Institute and universities represented by the Conference of University Presidents</p> <p>National Expertise Charter of 22 December 2009</p>	<p>These charters make up a range of major international texts, notably the 2005 European Charter for Researchers, and implementing them is the responsibility of the establishments.</p>	<p>+</p>		<p>1) cf point 2: implementation of Ethics and Deontology Charter at UCA</p> <p>2) UCA shall sign (via the CPU) the charter for research professions</p>

5. Contractual and legal obligations

Researchers at all levels should be up-to-date with national, industrial and institutional regulations governing training and/or working conditions. This includes regulations on intellectual property rights and the requirements and conditions of any sponsors or funders, regardless of the nature of their contract. Researchers shall comply with these regulations by providing the required results (e.g. theses, publications, patents, reports, development of new products, etc.) as stipulated in the terms and conditions of the contract or equivalent document.

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<p>Article L. 952-2 of the Education Code</p> <p>Articles L. 111-1, L. 113-2, L. 113-5, L. 122-4, L. 611-1 and following of the French Intellectual Property Code</p>	<p>The French Intellectual Property Code includes in particular the applicable law concerning the use of work by the author and industrial property.</p>	<p>-/+</p>		<p>1) September 2018: contractual training put in place</p> <p>2) 2018: Establishment of a guide raising research professor and students' awareness regarding validation and procedures in the event of research results that can turn a profit (patent etc.), of intellectual property, creating businesses and validating results. In the meantime, specific website links to contractual procedures have been put on the UCA website. Value transfer section in 2019 (PCR)</p> <p>3) There is training in intellectual property and creating innovative companies for doctorate students and in raising awareness for Master's students.</p> <p>4) 2018: the technology transfer acceleration company (SATT) shall intervene in the thesis committees of the Engineering Sciences Doctoral School, with potential generalisation of other doctoral schools in the meantime.</p>

<p>Decree n° 96-858 of 2 October 1996 on profit-sharing for certain state civil servants and state employees and the public institutes that participated directly in creating software, in creating or discovering plant varieties or in commercialised work.</p> <p>Decree n° 2005-1217 of 26 September 2005 on the profit-sharing and patent bonuses granted to certain civil servants and state employees and its public institutes that were authors of an invention and on modifying the property code. Decree n° 2010-619 of 7 June 2010 on establishing the means of profit-sharing for the staff of certain public institutes attached to the Ministry of Higher Education and Research for services performed while participating in scientific research work or in the provision of services</p>	<p>These texts establish various provisions on profit-sharing, which may, under certain circumstances, benefit state civil servants and public employees who are authors of an invention or who participated in research work, in creating software or in creating or discovering plant varieties or in profitable work.</p>			<p>1) Publication of a booklet for research professors that specifies these points</p>
<p>Articles 14 bis and 25 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p> <p>Article 87 of law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and public procedures (deontology commission)</p> <p>Articles L. 531-1 to L. 531-16 of the Research Code. Decree n° 2007-658 of 2 May 2007 on simultaneous pursuit of activities by civil servants, non-permanent employees of public law and workers in state industrial institutions</p> <p>Decree n° 2007-611 of 26 April 2007 on the carrying out of private activities by non-permanent civil servants or employees who have temporarily or permanently stepped down from their roles and the ethics committee</p> <p>Ministry of Budget, Public Accounts and Civil Service circular of 31 October 2007 pursuant to law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and public procedures, to decree n° 2007-611 of 26 April 2007 and chapter II of decree n° 2007-658 of 2 May 2007</p> <p>Ministry of Budget, Public Accounts and Civil Service circular n° 2157 of 11 March 2008 on the simultaneous pursuit of activities and pursuant to law n° 83-634 of 13 January 1983 on the rights and obligations of civil servants, notably article 25, and decree n° 2007-658 of 2 May 2007</p> <p>Ministry of Higher Education and Research circular of 25 June 2008 on applying the regulations on the simultaneous pursuit of activities</p>	<p>This group of texts specifies the rights and obligations of civil servants and contracted employees in terms of simultaneously pursued activities and defines the deontology review methods that apply to these employees.</p> <p>The Research Code specifies the participation of research professors in creating companies and in activities with existing companies under certain conditions that it decrees.</p>			<p>1) Publication of a booklet for research professors that specifies these points</p> <p>2) cf point 2: implementation of Ethics and Deontology Charter at UCA</p>
<p>Article L. 952-2 of the Education Code</p> <p>Articles L. 111-1, L. 113-2, L. 113-5, L. 122-4, L. 611-1 and following of the French Intellectual Property Code</p>	<p>The French Intellectual Property Code includes in particular the applicable law concerning the use of work by the author and industrial property.</p>	<p>-/+</p>		<p>1) September 2018: contractual training put in place</p> <p>2) 2018: Establishment of a guide raising research professor and students' awareness regarding validation and procedures in the event of research results that can turn a profit (patent etc.), of intellectual property, creating businesses and validating results. In the meantime, specific website links to contractual procedures have been put on the UCA website. Value transfer section in 2019 (PCR)</p> <p>3) There is training in intellectual property and creating innovative companies for doctorate students and in raising awareness for Master's students.</p> <p>4) 2018: the technology transfer acceleration company (SATT) shall intervene in the thesis committees of the Engineering Sciences Doctoral School, with potential generalisation of other doctoral schools in the meantime.</p>

<p>Decree n° 96-858 of 2 October 1996 on profit-sharing for certain state civil servants and state employees and the public institutes that participated directly in creating software, in creating or discovering plant varieties or in commercialised work.</p> <p>Decree n° 2005-1217 of 26 September 2005 on the profit-sharing and patent bonuses granted to certain civil servants and state employees and its public institutes that were authors of an invention and on modifying the property code. Decree n° 2010-619 of 7 June 2010 on establishing the means of profit-sharing for the staff of certain public institutes attached to the Ministry of Higher Education and Research for services performed while participating in scientific research work or in the provision of services</p>	<p>These texts establish various provisions on profit-sharing, which may, under certain circumstances, benefit state civil servants and public employees who are authors of an invention or who participated in research work, in creating software or in creating or discovering plant varieties or in profitable work.</p>			<p>1) Publication of a booklet for research professors that specifies these points</p>
<p>Articles 14 bis and 25 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p> <p>Article 87 of law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and public procedures (deontology commission)</p> <p>Articles L. 531-1 to L. 531-16 of the Research Code. Decree n° 2007-658 of 2 May 2007 on simultaneous pursuit of activities by civil servants, non-permanent employees of public law and workers in state industrial institutions</p> <p>Decree n° 2007-611 of 26 April 2007 on the carrying out of private activities by non-permanent civil servants or employees who have temporarily or permanently stepped down from their roles and the ethics committee</p> <p>Ministry of Budget, Public Accounts and Civil Service circular of 31 October 2007 pursuant to law n° 93-122 of 29 January 1993 on preventing corruption and the transparency of economic activity and public procedures, to decree n° 2007-611 of 26 April 2007 and chapter II of decree n° 2007-658 of 2 May 2007</p> <p>Ministry of Budget, Public Accounts and Civil Service circular n° 2157 of 11 March 2008 on the simultaneous pursuit of activities and pursuant to law n° 83-634 of 13 January 1983 on the rights and obligations of civil servants, notably article 25, and decree n° 2007-658 of 2 May 2007</p> <p>Ministry of Higher Education and Research circular of 25 June 2008 on applying the regulations on the simultaneous pursuit of activities</p>	<p>This group of texts specifies the rights and obligations of civil servants and contracted employees in terms of simultaneously pursued activities and defines the deontology review methods that apply to these employees.</p> <p>The Research Code specifies the participation of research professors in creating companies and in activities with existing companies under certain conditions that it decrees.</p>			<p>1) Publication of a booklet for research professors that specifies these points</p> <p>2) cf point 2: implementation of Ethics and Deontology Charter at UCA</p>

6. Accountability
(financial return, financial/research/ethics audits, transparency of data) Researchers should be conscious of the fact that they are accountable to their employers, funders or other connected public or private organisations and are accountable, on more ethical grounds, to society as a whole. In particular, researchers financed by public funds are also responsible for the efficient use of the taxpayers' money. Therefore, they should adhere to principles of sound, transparent and efficient financial management and cooperate with all audits of their research by authorised persons, whether by their employers/funders or by ethics committees. Methods of collecting and analysing data, results and, where required, the details of the data should always be accessible at the end of internal and external examinations, as necessary, and at the request of the relevant authorities.

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<p>Articles L. 719-5, R. 719-51 to R. 719-112 and R. 719-113 to R. 719-171 of the Education Code</p>	<p>Sets the principles of sound, transparent and efficient financial management for institutes: the role of the board of directors in the budget vote and the decisions on the provisional state of the remaining work to be carried out in the research contracts. Established the rules for publicising the institute's budget and its annexes.</p>	<p>+</p>		<p>cf UCA financial management (statutory)</p>
<p>Article L. 211-1 of the Research Code Articles L. 1412-1 to L. 1412-6, R. 1412-1 to R. 1412-14 of the French Public Health Code</p>	<p>Specifies the role of the National Consultative Ethics Committee on Health and Life Sciences with regard to ethics and societal questions that arise as part of the progress of knowledge in the fields of biology, medicine and health.</p>	<p>+/-</p>		<p>Establishment of an Institutional Review Board at the UCA Ethics Commission to give ethical opinions.</p>

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Articles L. 300-1 to L. 311-14, L. 340-1, L. 330-1 to L. 342-3, R. 311-10 to R. 311-15, R. 330-2 to R. 330-4, R. 341-2 to R. 341-17, R. 343-1 to R. 343-12 of the Code on Relations between the Public and Administration (including 1 January 2016)</p> <p>Law n° 51-711 of 7 June 1951 on legal obligations, coordination and secrecy with regard to statistics</p> <p>Amended law n° 78-17 of 6 January 1978 on terms of information technology, files and freedoms</p> <p>Law n° 78-753 of 17 July 1978 on various measures for improving relations between the administration and the public and various administrative, social and tax provisions. Decree n° 2005-1755 of 30 December 2005 on the freedom to access administrative documents and to reuse public information pursuant to law n° 78-753 of 17 July 1978.</p>	<p>These texts establish the framework applicable in terms of access to and protection of individual data, the persons accessing them, the various actors and their respective roles. They set the principles of the right to access administrative documents upon formulating a request with the relevant authorities. They set out the principles of right to access administrative documents on request to the respective holding authorities.</p>	+/-		<p>1) CIL (data protection officer) at UCA</p> <p>2) Access to personal information is secured (DSI) Data storage (quantity, localisation) shall be the subject of a charter (which has already been started) involving the CIL (data protection officer), DAJI and the "information security" mission of the DSI. A project has been initiated to guarantee the anonymity of personal information between the university hospital centre and the university (project SATIS).</p> <p>3) Creation of restricted system zones (ZRR) for laboratories classed as sensitive? This currently involves two laboratories at UCA. To do: Raise awareness of procedures to follow in the case of a ZRR (restricted system zone) through the department of research and development research administration service and the defence official (person responsible: Laurent Béranguier)</p>
<p>Articles 9 and 23 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p> <p>Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions on state civil service. Article L. 951-1-1 of the Education Code. Decree n° 82-453 of 28 May 1982 on health and safety at work and on preventative healthcare in the civil service</p> <p>Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutes. Decree n° 2014-1092 of 26 September 2014 on the creation of technical committees in the Ministry of National Education, Higher Education and Research. Decree n° 2014-1560 of 22 December 2014 on creating ministerial committees on health, safety and working conditions, attached to the Ministry of National Education, Higher Education and</p> <p>Research. Ministry of State Reform, Decentralisation and Public Administration circular of 31 December 2012 applying decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions. Provisions on the powers and functions of technical committees (NOR: RDFS1221624C)</p> <p>Prime Minister's circular n° 5705/SG of 20 March 2014 on the implementation of a national action plan to prevent psychosocial risks in the three civil service sectors.</p> <p>Ministry of State Reform, Decentralisation and Public Administration circular of 20 May 2014 on the implementation of the framework agreement for preventing psychosocial risks in the government civil service (NOR: RDFS1411151C)</p> <p>Ministry of Decentralisation and Public Administration circular</p>	<p>Specifies the participation of civil servants, through the intermediary of their delegates to consultative bodies, in the organisation and operation of public services, in developing statutory regulations and in examining individual decisions related to their careers, and especially their participation on technical committees for health, safety and working conditions.</p> <p>Specifies the powers, composition and operation of technical committees and committees for health, safety and working conditions, as well as the preventative role of doctors. Institutes are encouraged to put in place a plan to prevent psychosocial risks in their services.</p>	+/-	Slight discrepancy, actions ongoing	<p>1) UCA employees have a regular follow-up with an occupational physician: a systematic meeting is scheduled regularly according to the risks to the employee's health at their place of work (generally every 1 to 5 years).</p> <p>2) Knowledge of good research practices: putting the CNRS and/or INSERM good practice guides on the UCA website.</p> <p>3) Establishment of a network of prevention assistants at UCA (contact Mathieu Mercier, the person responsible for the "risk prevention" centre). A single document on evaluating professional risks one by one is also available and should be generalised for all laboratories. There are still work units that do not have a prevention assistant, but training sessions are organised at least once a year (next session in June 2017) to continue the development of this network and introduce a minimum of one prevention assistant per work unit. One work unit corresponds to the evaluation of risks in a laboratory (mixed research unit) or a department for technological university institutes or a service (DIL (department of housing and logistics – Direction de l'Immobilier et de la Logistique), DRH (department of human resources – Direction des Ressources Humaines), DSI (department of information systems – Direction des Systèmes d'Informations), etc.). Put a single document on evaluating professional risks one by one in all laboratories.</p> <p>4) Make documents available to new arrivals in certain laboratories (Neurodol, GRéD) in the form of a welcome booklet containing internal laboratory rules, health and safety instructions and the IT policy. Put in place a standard welcome booklet in all UCA laboratories detailing the procedures in place regarding health and safety instructions, internal laboratory rules and the IT policy. The department for research and development is working on this standardised file.</p> <p>5) A health, safety and working conditions committee (CHSCT) is in place at UCA. The CHSCT is consulted on all questions related to the health, safety and working conditions of staff.</p> <p>6) UCA has in place two complementary psychosocial risk measures: a committee for managing psychosocial risks that is responsible for actions to prevent psychosocial risks and the</p>
	creation of restricted system zones for laboratories classed as sensitive? This currently concerns two laboratories.			Raise awareness of procedures to apply in the case of a ZRR (restricted system zone) (DRV research administration service and the security defence official at UCA)

8. Dissemination and use of results

All researchers should ensure, in compliance with the provisions in their contracts, that the results of their research are disseminated and used, for example by being communicated or transferred to other research organisations or, where required, commercialised. Senior researchers in particular should play a leading role in assuring that research bears results and that the results are the subject of commercial exploitation or are made available to the public (or both at the same time), whenever possible.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
Articles L. 531-1 to L. 531-16 of the Research Code	Participation of research professors and researchers in creating companies responsible for commercialising their research work. Provision of scientific support to an existing company and equity participation in an existing company. Participation on a board of directors or a supervisory board at a public limited company.			1) September 2018: contractual training put in place 2) 2018: Establishment of a guide raising research professor and students' awareness regarding validation and procedures in the event of research results that can turn a profit (patent etc.), of intellectual property, creating businesses and validating results. In the meantime, specific website links to contractual procedures have been put on the UCA website. Value transfer section in 2019 (PCR) 3) There is training in intellectual property and creating innovative companies for doctorate students and in raising awareness for Master's students. 4) 2018: the technology transfer acceleration company (SATT) shall intervene in the thesis committees of the Engineering Sciences Doctoral School, with potential generalisation of other doctoral schools in the meantime.
Articles L. 123-5, L. 123-6, L. 952-2-1, D. 123-2, to D. 123-7 and R. 711-10 to R. 711-16 of the Education Code	Measures and means of commercialising research : incubators, stake-holding and the creation of subsidiaries by institutes.			2018: the technology transfer acceleration company (SATT) shall intervene in the thesis committees of the Engineering Sciences Doctoral School, with potential generalisation of other doctoral schools in the meantime.
Recommendations of 13 June 2001 for public higher education and research institutes and the ministry responsible for research (technology department) to adopt an intellectual property charter	Institutes are encouraged to develop and adopt an intellectual property charter or a good practices guide in order to validate and protect the results of public research.			2018: Establishment of a guide raising research professor and students' awareness regarding validation and procedures in the event of research results that can turn a profit (patent etc.), of intellectual property, creating businesses and validating results. In the meantime, specific website links to contractual procedures have been put on the UCA website. Value transfer section in 2019 (PCR)
Articles L. 123-3, D. 952-3 and D. 952-4 of the Education Code. Article L. 112-1, L. 112-4 and L. 411-1 of the Research Code	Specifies the expert missions of the public higher education and research service, institutes and employees. Organises the administration's approach to entrusting research professors with their expert and advisory missions.			

9. Public engagement

Researchers should ensure that their research activities are adapted to society's knowledge as a whole so that it can be understood by non-specialists, which will improve society's understanding of science. Direct engagement with the general public will help researchers to better understand society's interests with regard to scientific and technological priorities, as well as its concerns.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation

Articles L.123-2, L. 123-3, L. 123-5, L. 123-6 and L. 952-2 of the Education Code	Mentions the missions of the public higher education service in terms of publicising the results of scientific and technological research, cultural development and disseminating knowledge. Research professors and researchers enjoy total independence and freedom of expression when performing their teaching duties and research activities, subject to the conditions imposed on them, in accordance with university traditions and the provisions of the current code and principles of tolerance and objectivity.	+/-		1) Dissemination of research results via scientific publications (articles, posters) and via communication in conferences, classes and training. 2) Collecting and disseminating all scientific publications in HAL
Law n° 2013-660 of 22 July 2017 – article 7, amended Education Code article L123-3 (V)	The diffusion of scientific, technological and industrial culture (DCSTI) is one of the missions of higher education.	UCA has a DCSTI unit in the department of research and development to highlight existing measures and develop new actions for the public.	UCA's DCSTI unit has become the UCA centre of scientific, technological and industrial culture (CCSTI), number 10 of the contract of UCA's quadrennial site 2017-2020.	<p>The CCSTI at UCA implements UCA's DCSTI policy and is led by the person responsible for the DCSTI mission, Bettina Aboab. It coordinates the popularisation of research on the site and helps to develop new measures. The establishment of a commission of DCSTI correspondents in all UCA laboratories will strengthen communication between the laboratories and the CCSTI.</p> <p style="text-align: center;">Encourage the research professors to popularise their work for the general public Continue existing measures for scientific popularisation:</p> <p>1/Coordination of the Fête de la Science festival for all project sponsors in the four regional departments that used to make up Auvergne (Cantal, Puy de Dôme, Allier, Haute Loire) and organisation of the UCA 'scientific village' 2/La Minute Recherche, popularisation of recent scientific publications 3/ La Semaine du Cerveau (Brain Week) event</p> <p>4/Ma thèse en 180 secondes (My thesis in 180 seconds) platform 5/Public lecture series: Open University of Clermont Auvergne, Science Wednesdays, 6/ Promoting Scientific Heritage: Dreams of Science Exhibitions, the UCA Herbarium, PATSTEC [Scientific Heritage and Contemporary Technology] system with the Lecoq Museum.</p> <p style="text-align: right;">- Grow and develop the UCA's DCSTI department for the dissemination of scientific culture by expanding out across the region via the various university campuses in order to provide equal access to learning for all.</p> <p>- Develop links with commerce in order to explore innovative applied research outreach initiatives.</p> <p>- Create a network of university DCSTI actors within the AuRA region:Project University and Society with the Lyons COMUE [Group of universities and institutions], the Grenoble-Alps COMUE and the UCA</p>

10. Non-discrimination
 Researcher employers and funders must not engage in any form of discrimination against researchers on the basis of sex, age, ethnic origin, nationality, social class, religion or belief, sexual orientation, language, disability, political affiliation or social or economic standing.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of +, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
Article 6 of the Declaration of the Rights of Man and of the Citizen	The Law is the expression of the general will. All citizens shall have the right to make a personal contribution to its creation, either directly or via third party representatives. This must apply universally, whether it protects or punishes. As all Citizens are equal in its eyes, they shall have equal access to all public dignities, places and employment, on the basis of capacity, and without other distinction than their virtues and talents.			

<p>Articles 6 to 7, 18 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p> <p>Articles 20 bis, 26 bis and 58 bis of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Articles 1 to 5 of law n° 2008-496 of 27 May 2008 bring various provisions of French law into line with European Union anti-discrimination legislation</p> <p>Article 55 of law n°2012-347 of 12 March 2012 on accessing permanent positions and improving working conditions for contracted employees in the civil service, fighting discrimination and including a number of measures relating to the civil service.</p> <p>Articles 1 and 4 of decree n° 2013-908 of 10 October 2013 on methods of appointing members of juries and selection committees for recruiting and promoting civil servants related to the state civil service, local civil service and hospital public service</p> <p>Charter for the promotion of equality and the fight against discrimination, signed 17 December 2013 by the Minister for State Reform, Decentralisation and Civil Service and Defender of Rights</p>	<p>Prohibits all discrimination against civil servants on the basis of their political, trades union, philosophical and religious affiliations, background, sex, sexual orientation or identity, age, surname, health status, physical appearance, disability, and their real or supposed membership or otherwise of any ethnicity or race.</p> <p>Specifies exceptions to the non-discrimination principle:</p> <ul style="list-style-type: none"> - Certain conditions set out under the law of 1983 may allow for distinctions and limits on age. - Under certain conditions, men and women may be recruited separately. <p>The 2013 decree stipulates that each sex must represent no less than 40% of the members of any jury or selection committee. However, these proportions may vary for certain civil service positions.</p>	+		<p>1) Implementation of an Equalities Commission within the UCA (Director: Vice-president for working conditions and social environment)</p> <p>2) Parity strictly adhered to by selection committees, HDR jury, etc.,</p> <p>3) UCA working group on disability and regional disability scheme</p>
<p>Articles L. 300-1 to L. 311-14, L. 340-1, L. 330-1 to L. 342-3, R. 311-10 to R. 311-15, R. 330-2 to R. 330-4, R. 341-2 to R. 341-17, R. 343-1 to R. 343-12 of the Code on Relations between the Public and Administration (as of 1 January 2016)</p> <p>Law n° 51-711 of 7 June 1951 on legal obligations, coordination and confidentiality with regard to statistics</p> <p>Amended law n° 78-17 of 6 January 1978 on information technology, files and freedoms</p> <p>Law n° 78-753 of 17 July 1978 on various measures for improving relations between the administration and the public and various administrative, social and tax provisions. Decree n° 2005-1755 of 30 December 2005 on freedom of access to administrative documents and the reuse of public information, pursuant to Law n° 78-753 of 17 July 1978.</p>	<p>These texts establish the framework applicable in terms of access to and protection of individual data, the persons accessing them, the various actors and their respective roles.</p> <p>They set out the principles of right to access administrative documents on request to the respective holding authorities.</p> <p>They establish communications procedures for administrative documents, and the organisation and operation of the commission for access to administrative documents</p>			
<p>Article 71-1 of the Constitution of 4 October 1958</p> <p>Organic law n° 2011-333 of 29 March 2011 of the Defender of Rights</p> <p>Law n° 2011-334 of 29 March 2011 on the Defender of Rights.</p> <p>Decree n° 2011-905 of 29 July 2011 on the organisation and working of the services of the Defender of Rights</p>	<p>Under certain circumstances and where employees feel they have been discriminated against, it is possible to apply to the Defender of Rights, the independent constitutional authority responsible for ensuring that rights and freedoms are respected by the</p> <p>State and public institutions.</p>	-		<p>On the UCA website, include links to:</p> <ul style="list-style-type: none"> - the IS advisor - the UCA mediator - the Defender of Rights
<p>Articles L. 123-2 and L. 123-6 of the Education Code.</p> <p>Articles 1, 9 and 9-1 of decree n° 84-431 of 6 June 1984 setting out the common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers. Decree n° 2015-455 of 21 April 2015 setting out waiver provisions for the 40% minimum proportion of each sex in the composition of selection committees for university professor recruitment competitions</p>	<p>Sets out the public service mission of higher education in terms of anti-discrimination and achieving equality between men and women.</p> <p>The decree of 6 June 1984 follows the principle of non-discrimination against teacher-researchers on the basis of their sex and gives exemptions under certain conditions. Research professor recruitment and selection committees must respect the minimum proportion of 40% of persons of each sex. Under certain conditions, exemptions may be permitted to the requirement for 40% proportionality.</p>	+		<p>1) Implementation of an Equalities Commission at UCA (Director: Vice-president for working conditions and social environment)</p>
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code.</p> <p>Decree n° 2014-780 of 7 July 2014 on the composition of sub-committees in university academic councils. Decree n° 2014-336 of 13 March 2014 modifying the provisions of the Education Code on external parties participating in councils established within scientific, cultural and professional public institutes</p> <p>Article 16 of decree n° 2013-1310 of 27 December 2013 on the conditions for exercising the right to vote, the composition of electoral colleges and methods of integration and equivalence of levels for representing staff and students on committees within scientific, cultural and professional institutes</p>	<p>Applying the principle of male/female equality under certain conditions:</p> <ul style="list-style-type: none"> - To the sub-committees of the university academic council appropriate for addressing questions relating to research professors, other than university professors. - For the appointment of administrative committee members from outside the university. 	+		<p>1) Implementation of an equalities mission within UCA (Director: Vice-president for working conditions and social climate)</p>

<p>Disability: Article 6 sexes of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants Article 27 of law n° 84-16 of 11 January 1984 on statutory provisions regarding the state civil service Law n° 2005-102 of 11 February 2005 on the equal rights and opportunities, inclusion and citizenship of persons with disabilities Decree n° 95-979 of 25 August 1995 on recruiting persons with disabilities into the civil service pursuant to article 27 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service Decree n° 2006-501 of 3 May 2006 on funds for the integration of workers with disabilities into the state civil service (FIPHFP). Prime Minister's circular n° 5265-SG of 23 November 2007 on professional integration of persons with disabilities into the civil service Two Prime Minister's circulars, 5602/SG of 4 September 2012 and n° 5723/SG of 4 July 2014, on the inclusion of disability into draft bills</p>	<p>These texts afford access to persons with disabilities to the state civil service through adapted recruitment processes, fixed-term one year contracts; on culmination of the contract, a person may be hired on a permanent basis under certain conditions. The state and its institutions must recruit workers with disabilities (6% of total work force) and are subject to an annual financial contribution by the FIPHFP under certain conditions.</p>	<p>+</p>		<p>1) UCA working group on disability and regional disability scheme implemented</p>
<p>Article L. 712-6-1 III of the Education Code Article 29 of decree n° 84-431 of 6 June 1984 sets common statutory provisions applicable to research professors and places special emphasis on bodies of university professors and lecturers. Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C) Multi-year ministerial plan for the professional integration of persons with disabilities 2013-2015 Partnership agreement between the Ministry of National Education, Higher Education and Research and the FIPHFP 2015-2016 University disability charter signed on 4 May 2012 by the ministers for higher education and research, work, employment and health, solidarity and social cohesion and the CPU</p>	<p>The Education Code provides for the implementation by universities of multi-year master plans for disability policies that set out the objectives to be pursued in order to fulfil employment requirements. Since September 2014, universities have been able to recruit workers with disabilities as contract agents, and then, subject to certain conditions, give them a permanent position as lecturers under traineeship contracts</p>	<p>+</p>		<p>1) UCA working group on disability and regional disability scheme implemented</p>

11. Evaluation systems
Employers and/or funders must introduce for all researchers, including those with experience, evaluation systems for the regular and transparent evaluation of their professional performance by an independent committee (preferably international for experienced researchers).

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/-, indicate the disparity between principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Articles L. 114-1 to L. 114-3, L. 114-3-1 to L. 114-3-7 of the Research Code Article R.242-1 of the Education Code Decree 2014-1365 of 14 November 2014 regarding the organisation and functioning of the High Council for Evaluation of Research and Higher Education (HCERES)</p>	<p>Missions, organisation and operation of the High Council for Evaluation of Research and Higher Education, an independent administrative authority replacing the Research and Higher Education Evaluation Agency</p>	<p>-</p>	<p>to be implemented quickly</p>	<p>Creation of an area for researchers and research professors on the UCA website with - a link to the HCERES site showing the evaluation system - a link to the charters - a link to the welcome booklet for research professors</p>
<p>Article L. 952-6 of the Education Code Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p>	<p>Setting out the purpose of the National Council of Universities and National Council of Medical, Dental and Pharmaceutical Schools</p>			<p>cf point below</p>

<p>Article L. 952-6 of the Education Code Articles 7 and 18-1 of decree n° 84-431 of 6 June 1984 set common statutory provisions applicable to research professors and place special emphasis on bodies of university professors and lecturers. Decree n° 92-70 of 16 January 1992 on the National Council of Universities Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C)</p>	<p>Career tracking is an innovation of decree n° 2014-997 of 2 September 2014, which repealed the provision for the evaluation of research professors initiated in 2009 under decree n° 2009-460 of 23 April 2009. It falls under the jurisdiction of the National Council of Universities and is enacted within certain parameters. Those institutions incorporate career tracking in their professional support structure. Research professors are also evaluated when they apply for promotion, on award of a PhD and research supervision bonus, for an accreditation to supervise research, on qualification or recruitment as a university professor (section committee).</p>	<p>+/-</p>	<p>Slight gap, action ongoing</p>	<p>Individual system of evaluation and career advancement for research professors is only partly known: A research professor booklet to be put in place to hand out at recruitment that details career progression (promotions, HDR, transfer among bodies, CNU procedures, etc.).</p>
<p>Article 44 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff at university hospital centres</p>	<p>Hospital university professors-practitioners and hospital university lecturers-practitioners in medical and pharmaceutical subjects must produce reports covering all of their work every four years. These reports should be addressed to the director of the training and research unit and to the general manager of the university hospital centre</p>	<p>-</p>		<p>Not carried out at the UCA/UHC at Clermont-Ferrand: UH staff are evaluated during promotion applications</p>
<p>National Ethics Charter for research subjects signed on 29 January 2015 by CNRS, Inserm, Inra, Inria, IRD, Cirad, the Curie Institute and universities represented by the Conference of University Presidents National Expertise Charter of 22 December 2009</p>	<p>These charters are drawn from the principal international texts, notably the 2005 European Charter for Researchers, and implementing them is the responsibility of the establishments.</p>			<p>cf point 2</p>