

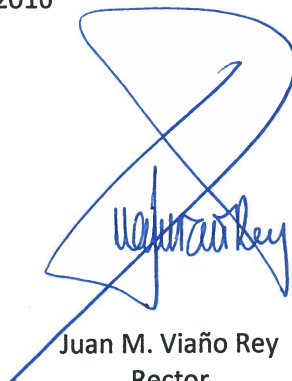
**DECLARATION OF COMMITMENT BY UNIVERSIDADE DE SANTIAGO DE COMPOSTELA TO THE PRINCIPLES OF "THE EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

**Universidade de Santiago de Compostela** undersigns the Commission Recommendation 2005/251/EC on the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* and expresses its full adhesion to this Recommendation.

Within its legal boundaries and in accordance with its internal policies, **Universidade de Santiago de Compostela** hereby commits itself to applying the stated principles via its human resources policies for researchers and to promoting transparency, accessibility, equity, and the pursuit of excellence in recruitment of researchers.

By adhering to this Recommendation, **Universidade de Santiago de Compostela** will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

Santiago de Compostela, 18/07/2016



Juan M. Viaño Rey  
Rector

Universidade de Santiago de Compostela