

INDEPENDENT ACADEMIC FORUM adopts The European Charter for Researchers and
The Code of Conduct for the Recruitment of Researchers

The Independent Academic Forum was the first academic body in Poland to strongly recommend the implementation of 'The European Charter for Researchers' and 'The Code of Conduct for the Recruitment of Researchers' guidelines in our country (March 19, 2005). We appealed to Members of Parliament and academic officials to include at least the most essential principles of these documents in the new legislation.

We emphasized that in accordance with the Charter and the Code the following principles of good practice should be urgently implemented to improve the academic environment at Polish research institutions, universities, and colleges:

- wide access to research results for internal and external scrutiny;
- introduction of transparent evaluation/appraisal systems for assessing professional performance of researchers;
- establishment of open and fair, transparent and non-discriminatory recruitment procedures;
- transparency in allocation of research funds; responsibility of academic employers for providing employees with opportunities for professional development;
- stimulating mobility and recognizing it as a valuable asset when employing, evaluating, or awarding researchers;
- an option for an appeal in all matters pertaining to employment and allocation of research funds;
- availability of an impartial ombudsman, capable of providing assistance in resolving work-related conflicts.

We intend to monitor the implementation of the Charter and the Code to the system of science and education in Poland.

Founder and President of the Independent Academic Forum

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