



DECLARATION OF COMMITMENT BY UNIVERSIDAD DE CANTABRIA TO THE PRINCIPLES OF "THE EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"

Universidad de Cantabria 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, Universidad de Cantabria 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, Universidad de Cantabria 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.

Signed in duplicate, Santander, 8th January 2018.

Ángel Pazos Carro

Chancellor

Universidad de Cantabria



A handwritten signature in blue ink, written over the seal and the text 'Universidad de Cantabria'.