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Rector

**European Commission  
Directorate General  
for Research and Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
Belgium**

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**Endorsement of the European Charter for Researchers  
and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The University of Bielsko-Biala supports the initiative of the European Commission expressed in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. As such, we hereby notify about our commitment to implement the principles included in those documents in our institution via the Human Resources Strategy for Researchers (HRS4R).

The University of Bielsko-Biala encourages their researchers to strive for excellence and recognises that a healthy working environment is beneficial in that efforts. We also believe that implementation of the Charter and Code will foster the quality of researches both in our institution and within the European Research Area.

**REKTOR**  
**Uniwersytetu Bielsko-Bialskiego**



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