Declaration of Commitment of COFAC and Universidade Lusofona’s CB IOS to the 
European Charter for Researchers and the Code of Conduct for the Recruitment of 
Researchers

COFAC, the Cooperative for Education and Cultural Animation, Crl and CB IOS- the 
Universidades Lusofona’s Research Center for Biosciences & Health Technologies, here 
represented by Professor Manuel de Almeida Damásio the CEO and Professor Luis Monteiro 
Rodrigues the General Director, respectively, hereby express their full endorsement of the 
European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 
(EU Charter & Code) aiming at making researcher’s career more attractive and, by doing so, to 
 enhance the quality of research and innovation in Europe.

COFAC is a non profit organization, responsible for the Lusophone University of 
 Humanities and Technologies (ULHT - Universidade Lusófona de Humanidades e Tecnologias) the 
largest portuguese private educational organization involved in all levels and types of education, 
and included in the national higher education network. In this context CB IOS represents the 
university’s organic unit dedicated to R&D activities in health domains. CB IOS facilities are located 
in the main campus of the ULHT and is structured in full accordance with the administration 
development strategy for human health projects (http://cbios.ulusofona.pt/). CB IOS is supported by balanced body of fundamental and applied research, resident and floating researchers in close 
collaboration with a large network of partners, private and public, national and international.

Since its formal statutory establishment in 2011, CB IOS priorities were subscribed under 
the auspices of the European Charter for Researchers principles of ethics and good practices in 
research, dissemination and exploitation of results under research freedom, accountability and 
transparency. Also, with full alignment with all requirements for fair and transparent recruitment 
processes set out in the Code of Conduct, particularly in what concerns the recognition of 
mobility, non-discrimination and the working conditions.

By signing this declaration, here represented organizations assume full commitment to 
reassert the recommendations set out in the European Charter & Code, also promoting them 
within other private institutions of the Portuguese Scientific and Technological System- SCTN as 
well. We are willing to contribute to the enlargement of the effective implementation of such 
recommendations in order to consolidate the continuous development in research careers in 
Europe.

Lisboa, 20th June 2015.

Manuel de Almeida Damásio, PhD 
COFAC / U Lusofona CEO

Luis Monteiro Rodrigues, MSC, PhD 
CB IOS General Director