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**Declaration of Commitment to „The European Charter for Researchers”  
and “The Code of Conduct for the Recruitment of Researchers”**

The University of Dąbrowa Górnicza represented by its Rector, Prof. Zdzisława Dacko – Pikiewicz PhD, welcomes and fully supports the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The University of Dąbrowa Górnicza hereby commits itself to develop and improve its internal human resource policy in accordance with the principles stated in the Charter and the Code, and to guarantee transparency and accessibility in the whole process of researchers recruitment.

The University of Dąbrowa Górnicza also commits itself to supporting, wherever possible, All proposals for the development of the legislative or statutory framework which is essential to the implementation of the Charter and Code.

By implementing the Charter and the Code principles, the University of Dąbrowa Górnicza intends to contribute to the realization of an open, transparent and attractive European Labour market for researchers.

Yours sincerely,

Rector

Prof. Zdzisława Dacko-Pikiewicz, PhD