



UNIVERSITATEA  
DE MEDICINĂ ȘI FARMACIE  
VICTOR BABEȘ | TIMIȘOARA

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*Regulation code: UMFVBT-RUMFT/40/2022*  
*Approved by Decision of the Board of Directors no. 14/13331/21.06.2022*  
*Annex to Decision of the Senate no. 174/14151/29.06.2022*

**CODE OF CONDUCT FOR THE PREVENTION AND  
SANCTIONING OF ANTISEMITIC INCIDENTS**

**WITHIN**

**THE “VICTOR BABEȘ” UNIVERSITY OF MEDICINE  
AND PHARMACY OF TIMIȘOARA**

Rector's Office

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## PREAMBLE

**Art. 1.** The “Victor Babeș” University of Medicine and Pharmacy of Timișoara (hereinafter referred to as UMFVBT) is a state higher education institution under the coordination of the Ministry of Education (ME), which operates based on the *Romanian Constitution, Law no. 1/2011 on National Education (LNE)* with subsequent amendments and completions, the fundamental regulations of the rule of law, in compliance with the *Universal Declaration of Human Rights* and the principles of the *Declaration on Academic Freedom and Autonomy of Higher Education Institutions* (Lima, 1988).

**Art. 2.** According to the mission assumed in the University Charter, UMFVBT aims to defend and promote the fundamental rights and freedoms of the members of the university community, in accordance with the Charter of Fundamental Rights of the EU which prohibits any discrimination based, among others, on racial or ethnic origin, on religion or beliefs.

**Art. 3.** UMFVBT is committed to support an inclusive culture that promotes equality, values diversity, and maintains an activity, learning and social environment in which the rights and dignity of the entire academic community are respected.

**Art. 4.** UMFVBT recognises that antisemitism and its manifestations are contrary to this commitment, and can lead to prejudice and intolerance responsible for systematic harassment and discrimination, and adopts this Code of Conduct in accordance with the provisions of the 2021-2023 National Strategy to prevent and combat antisemitism, xenophobia, radicalisation and hate speech, and the 2021-2030 EU Strategy on combating antisemitism and fostering Jewish life.

## GENERAL PROVISIONS

### Art. 5.

(1) This Code of Conduct aims to provide the framework through which UMFVBT is committed to being a space of good practices by raising the awareness of the entire academic community on the danger of antisemitism, as well as by regulating responses to antisemitic incidents.

(2) All employees, students and third parties with whom UMFVBT interacts must comply with this Code of Conduct, on and off UMFVBT premises.

(3) Subject to the exhaustion of available internal remedies, all parties retain their rights related to a complaint in court.

## DEFINITION AND EXAMPLE OF ANTISEMITISM

### Art. 6.

(1) In the context of this Code of Conduct, UMFVBT adopts the non-legally binding working definition of antisemitism, adopted on 26 May 2016 by the 31 member states of the International Holocaust Remembrance Alliance (IHRA) according to the wording from para. (2) and its illustrative examples listed in para. (3).

(2) Antisemitism is defined as “a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities”.

(3) Illustrative examples of antisemitism, taking into account the general context in which they occur in the media (including the *online* environment), in institutions/in the workplace, and in the religious

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sphere may include, but are not limited to, the following actions (expressed verbally, in writing, or in visual form):

- a) calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- b) making false, dehumanising allegations that perpetuate unrealistic clichés about the power of Jews as individuals or their power as a collective that fuel hatred in the online or offline environment; the classic (but not exclusive) example is the myth of Jewish control of the media, the economy, governments, or other social institutions, or of a worldwide Jewish conspiracy;
- c) accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews;
- d) denying the fact, scope, mechanisms (e.g., gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust);
- e) accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust;
- f) accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations;
- g) denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour;
- h) applying double standards by requiring from the State of Israel a behaviour not expected or demanded of any other democratic nation;
- i) using the symbols or images associated with classic antisemitism to characterise Israel or Israelis;
- j) drawing comparisons of contemporary Israeli policy to that of the Nazis;
- k) holding Jews collectively responsible for actions of the state of Israel.

(4) According to the IHRA, “antisemitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries)”.

(5) According to the IHRA, “criminal acts are antisemitic when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews”.

(6) According to the IHRA, “antisemitic discrimination is the denial to Jews of opportunities or services available to others and is illegal in many countries”.

## RESPONSIBILITIES OF THE UNIVERSITY

### Art. 7.

(1) UMFVBT has the responsibility to ensure an institutional environment free from stereotypes, intolerance and discrimination. UMFVBT recognises that antisemitism is one of these forms of discrimination.

(2) In order to effectively address and prevent antisemitic incidents, UMFVBT offers training opportunities for staff (teaching staff, non-teaching auxiliary staff) in partnership with civil society organisations, with the aim of informing and educating on antisemitism, and on the experience of the Jewish community.

(3) The training is mandatory for the members of the UMFVBT Ethics Committee. Each member is required to attend one training session.

(4) Similarly, UMFVBT will provide training/educational opportunities for students in partnership with civil society organisations based on capacity.

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## COMPLAINTS AND SANCTIONS

### Art. 8.

- (1) Staff and students who are victims of an antisemitic incident (discrimination, denigration, verbal or physical harassment) or who witness such an incident (in accordance with the descriptions in Art. 2) are encouraged to report it and request assistance from the Vice-Rector's Office for International Relations.
- (2) In accordance with the existing procedure, the consequences of a proven violation of this Code of Conduct will depend on its seriousness. Penalties range from a public apology and commitment not to repeat the behaviour to disciplinary action, dismissal, suspension or expulsion.
- (3) The UMFVBT Ethics Committee is encouraged to consult with relevant civil society organisations in the assessment of incidents.

## GENERAL PROVISIONS

**Art. 9.** The Senate of the “Victor Babeș” University of Medicine and Pharmacy of Timișoara approved this Code of Conduct in the meeting dated 29.06.2022, the date on which it enters into force.

**Rector,**

**Prof. Octavian Marius Crețu, MD, PhD.**

*The handwritten signature is applied on the original version of the document that is kept in the archives of the University Senate. This document has the same legal force as the original document.*

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