

To the  
European Commission

Warsaw, September 29, 2010

Commitment of the Nencki Institute  
to the *European Charter for Researchers* and  
the *Code of Conduct for the Recruitment of Researchers*

The Nencki Institute of Experimental Biology of the Polish Academy of Sciences welcomes and fully supports the initiative of the European Commission concerning the recommendations given in the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*.

The Nencki Institute is a non-university research institution that is the only research centre in Poland, in which neurobiology is thoroughly studied from the molecular to the systemic level. Interdisciplinary research conducted at Nencki attracts much EU and Polish funding which helps us create attractive opportunities for the young generation of researchers from all over the world. We refer to the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* for basic rules to support the work of researchers and to maintain the high standard of research. Many aspects of both the *Charter* and the *Code* are already common practice at the Nencki Institute, while others are presently being applied or will be addressed in the near future.

The Nencki Institute supports this initiative and therefore the members of the Scientific Council at the meeting on 18.12.2009 voted in favour of the *Charter* and the *Code* and declared that full implementation of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* is an important step towards improving the working and research conditions for scientists.



Professor Adam Szewczyk  
Director of the Institute