



LIP INTERNAL REGULATION

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Preamble

The Laboratory of Instrumentation and Experimental Particle Physics (LIP) is a public utility institution of national scope that participates and represents Portugal in various national and international scientific organisations and collaborations in the area of Experimental Particle and Astroparticle Physics, which has a solid connection to university education and public responsibilities in training and technological and scientific dissemination. The researchers, engineers, technicians, administrative staff and students who participate in and assure LIP's activities have diversified professional statutes and thus specific rights and responsibilities. The objective of the present regulations is, within the framework of the statutes approved by the General Assembly of LIP and with respect for the competencies of the bodies foreseen therein, to establish and clarify the organisation structure of LIP in its geographic, scientific, and technological, training, administrative and liaison with society components, as well as the internal procedures for the general functioning of the corporate bodies and between the individual members of LIP and its entities. This Regulation, foreseen within the framework of the Statutes, was approved by a majority and in a secret referendum by all LIP members and thus configures an internal framework of operation which must ensure the full and efficient pursuit of the mission entrusted to LIP by its members.

Chapter I: Object of LIP

Art. 1 - Object of LIP

1. According to Article 2 of its Statutes, the purpose of LIP is to conduct scientific and technological research activities in Experimental Physics and associated Instrumentation.
2. LIP will promote cooperation between Research Units from Higher Education, Government, Companies, Private Non-Profit Institutions, as well as public or private organisations dedicated to promoting industrial innovation and professional training.
3. In pursuing that object, LIP shall chase the objectives defined in Article 2, paragraph 3 of its Statutes.

Chapter II: LIP Members

Art. 2 – LIP Members

LIP Members are all researchers, engineers, technicians, administrative staff and students who participate in its activities and have a contract, paid or unpaid, with LIP.

Art. 3 - Admission and Dismissal

The admission and dismissal of LIP members is a responsibility of the Directorate after consulting the President of the Scientific Council in the case of researchers.

Art. 4 - Generic Rights and Responsibilities

1. LIP employees, researchers and students have rights. They are committed to the obligations established in the present regulations, in LIP Statutes, in the law and in the collective labour regulation instruments applicable to them.
2. These are the generic rights of LIP workers:
 - a) The right to respectful treatment, with courtesy and correctness;
 - b) The right to the punctual payment of remuneration, which must be fair and appropriate to the work;

- c) The right to good working conditions, both physically and morally;
 - d) Respect for their scientific and technical autonomy;
 - e) The right to prevention and protection from occupational risks and illnesses, as well as compensation for damages resulting from accidents at work, and to adequate information and training to prevent chances of accident and illness;
 - f) The right to adequate information on the functioning of the Institution.
3. The general responsibilities of LIP employees are:
- a) The responsibility to pursue the interests of LIP;
 - b) The obligation of exemption, not being able to derive any direct or indirect advantage, pecuniary or otherwise, for oneself or a third party, from the functions one exercises.
 - c) The duty of impartiality, whereby they should perform their functions equitably concerning the interests with which they are confronted.
 - d) The responsibility of care, exercising their functions following established objectives and using the appropriate skills.
 - e) The duty of loyalty, performing their functions with subordination to the objectives of the entity or service;
 - f) The obligation of correctness, treating students, other workers and researchers and hierarchical superiors with respect;
 - g) The duty of attendance and punctuality.
 - h) Respect the confidentiality of private information and knowledge acquired during their duties.
4. Researchers with non-remunerated contracts with LIP have obligations of exemption, impartiality, loyalty and correction towards the Institution and its researchers, students and employees within the framework of the research activities promoted by them.

Art. 5 - Rights and Responsibilities of the Researchers

1. All LIP researchers enjoy the freedom of scientific orientation and opinion.
2. These are the generic responsibilities of all researchers:
 - a) To permanently develop a dynamic and updated research activity;

- b) To guide and actively contribute to the scientific, technical, cultural and pedagogical training of the research staff collaborating with them;
- c) To keep their cultural and scientific knowledge up-to-date and develop it, and to carry out research, training and dissemination work in a constant search for scientific and technical progress and the satisfaction of social needs;
- d) To contribute to the efficient and productive functioning of LIP, ensuring the exercise of the functions for which they have been elected or designated or carrying out the actions which have been assigned to them by the competent bodies in the scientific field in which their activity is exercised;
- e) To conduct the analysis of all matters with scientific rigour;
- f) To be integrated into one of LIP's research groups and to contribute to the objectives defined by the latter;
- g) To collaborate with the competent authorities and with interested bodies in the study and development of research, with a view to the constant satisfaction of needs and purposes conducive to the progress of Society;
- h) To participate in meetings and other activities of the Scientific Council.

Art. 6 - Rights and Responsibilities of Students

1. LIP students are entitled to:
 - a) To appropriate scientific and pedagogical monitoring;
 - b) To scientific supervision in the development of their activities;
 - c) To information and training, according to the individual work plan.
2. Generic duties of all LIP students:
 - a) To be actively committed to the agreed work plan, reporting any constraints that may prevent its full implementation to their supervisor and the Directorate.
 - b) To perform their activities within LIP with exemption, impartiality, loyalty and correctness.

Chapter III: LIP Nodes

Art. 7 -Current Nodes

According to Article 1, paragraph 4 of LIP Statutes, at the time of approval of the present regulations, LIP has three nodes: Coimbra, Lisbon and Minho.

Art. 8 - Creation and Dissolution of Nodes

1. The General Assembly of LIP is responsible for the creation and dissolution of nodes.
2. The Directorate is responsible for proposing to the General Assembly the creation of a new LIP centre when there is a relevant number of researchers pursuing diversified activities in a given location after consulting the Scientific Council.
3. After consulting the Scientific Council, the Directorate is responsible for proposing the dissolution of LIP's nodes to the General Assembly when the number of researchers or the diversity of activities in that node is considered insufficient.

Art. 9 - Space Management Committee

1. Every two years, the distribution and use of the spaces assigned to each LIP centre will be evaluated by a Spaces Management Committee, which will report its conclusions to the Directorate.
2. A Spaces Management Committee shall be formed for each LIP node, and its mandate will coincide with the Directorate's mandate.
3. Each Spaces Management Committee is made up of three members:
 - a) A member of the local Directorate of the node concerned, appointed by the LIP Directorate and who chairs the Committee;
 - b) A member of the Scientific Council Board from the node concerned;
 - c) A third member co-opted by mutual agreement by the two members mentioned above.

Chapter IV: Management and monitoring bodies

Section I - Directorate

Art. 10 - Composition

1. The LIP Directorate is the executive body of LIP. It is responsible for exercising all powers necessary for the execution of activities falling within LIP's purposes under the terms of Article 15 of the respective Statutes.
2. The Directorate comprises five or seven members, recruited mainly from among the members of the LIP Scientific Council, and has a President, following the provisions of Article 12 of the Statutes.
3. The Directorate must include at least one member representing each node.

Art. 11 - Designation

1. The Directorate is appointed by the General Assembly, considering previous consultation and advice of LIP under the terms of Article 11, paragraph b, of LIP Statutes.
2. The advisory report submitted to the General Assembly, referred to in the previous number, shall include the names most voted for by the LIP members from among an initial list of candidates drawn up by a Search Committee (CP, from Portuguese *Comité de Procura*) appointed for this purpose.

Art. 12 - Search Committee

1. The CP is chosen by the Directorate, which shall consult the Scientific Council Board, as well as the representatives of the technical staff and students.
2. The CP should comprise at least three members from at least two LIP nodes.
3. Members of the CP cannot be proposed as candidates for the Directorate.

Art. 13 - Establishment Lists of Candidates

1. The CP asks LIP members to submit nominations of potential candidates, giving a period of one month.
2. The CP considers the nominations received, adding any appropriate nominations, and shall submit a list of candidates for each LIP node.

3. In establishing the lists, merit, and suitability of each candidate for the functions and, whenever possible, parity shall be considered, with the CP being able to decide to consult the nominees and other LIP members informally.
4. Whenever possible, the list for each node should have more candidates than the places available.

Art. 14 - Consultation with the Institution

1. An election will be organised for each LIP node within a minimum of one month and a maximum of two months after presenting the CP candidates to the Directorate.
2. Each LIP node shall hold a secret election simultaneously, and the vote may be held electronically.
3. The following members of each LIP node, according to the records at the date of the submission of the lists, may participate in these polls:
 - a) Members of the Scientific Council;
 - b) Staff;
 - c) PhD students.
4. Each participant in the election may choose a maximum number of candidates from the list for their node, corresponding to the number of vacancies for that node.

Art. 15 - Proposal to the General Assembly

1. The most voted elements from each list will be included in the report that LIP will present to the General Assembly.
2. One member shall be designated from each LIP node, plus a second member if the number of members of that node's Scientific Council is superior to 20 at the date of the presentation of the lists by the CP.
3. The number of elements proposed must be odd, with the designation of one more member from the node with the highest number of scientific council members, if necessary.

Art. 16 - Competencies

The competencies of the Directorate are those defined in Article 15 of the Statutes of LIP.

Section II - Local Directorates

Art. 17 - Composition

1. The Directorate may be assisted by a Local Directorate in each LIP node.
2. The Local Managements are composed of the members of the Directorate that are part of the respective node and additional members designated for that purpose by the Directorate.

Art. 18 - Designation

1. The Local Board of Directors are appointed by the Directorate, which may define the time limit of its mandate up to a maximum corresponding to the end of its mandate.
2. The additional members of the Local Board of Directors, designated under the terms of paragraph 2 of the previous article, participate in the meetings of the Directorate without having the right to vote.

Art. 19 - Competencies

1. The Directorate delegates to the Local Board of Directors the daily management of human resources, premises, mail and treasury without prejudice to the general guidelines defined by the Directorate.
2. The Local Board of Directors is responsible for the proper execution of the previously approved local budgets and shall report to the Directorate regularly.
3. The Local Directors actively collaborate in implementing LIP's scientific and technological strategy in coordination with the Directorate and the Scientific Council Board and in producing annual scientific and management reports and plans and all other documents considered necessary.

Section III - Scientific Council

Art. 20 - Composition

1. Under Article 17 of LIP Statutes, the Scientific Council is composed of all LIP members who, in any title, including scholarships, whether national or foreign, are active in the Institution, provided they are qualified with a doctoral degree or equivalent, have passed the exams referred to in article 17, no. 2 of Decree-Law 219/92, 15 October, or

even if they do not have any of these qualifications, are part of the research career in a category equal to or higher than that of the researcher. Even if they do not hold any of these qualifications, they are part of a research career in a category equal to or higher than that of an assistant researcher or a university teaching career equivalent to or higher than that of an assistant professor.

2. The participation of non-researchers and student representatives in the Scientific Council, as well as the respective election process, is defined in the internal regulations of this body.
3. The Scientific Council plenary is directed by a Board composed of a President and Vice-presidents, with one member for each LIP node.
4. To ensure efficient operation, the Scientific Council may delegate part of its powers to a Coordinating Committee.
5. The procedures for appointing the Chairperson and Vice-Chairperson of the Scientific Council, as well as the composition of the Coordinating Committee, shall be defined in the internal regulations of the Scientific Council.

Art. 21 - Competencies

The competencies of the Scientific Council are those defined in Article 18 of the Statutes of LIP.

Section IV - Advisory Committee

Art. 22 - Designation and Competencies

1. The Advisory Committee comprises a minimum of three specialists from outside the Institution who are recognised as having merit in the scientific and technological areas of the Laboratory.
2. The Advisory Committee must regularly analyse the functioning of the Institution and issue the opinions it deems appropriate, namely on the plan and the annual activity report.
3. The Advisory Committee is appointed and dismissed by the Directorate after hearing the Chair of the Scientific Council. The appointment is for a three-year term, renewable.

Chapter V: Organisation of Scientific Activity

Art. 23 - Scientific Areas, Research Lines, Groups and Projects

1. LIP's scientific activities are structured in Scientific Areas, Research Lines, Groups and Projects following the Scientific Council's internal regulations.
2. The Scientific Areas correspond to the major research areas in which LIP's activity takes place and, at the date of approval of this Regulation, are the following: Experimental Physics of Particles and Astroparticles, Development of New Instruments and Methods and Computation.
3. The Research Lines correspond to specific areas of scientific activity that have the coherence and critical mass considered appropriate to a relevant scientific or technical contribution to the respective subject. The Directorate defines the coordination of the Research Lines, after hearing the Scientific Council Board, under the proposal of the responsible for the Research Groups that integrate them.
4. Research Groups correspond to activities with dedicated national or international funding for participation in a specific area or collaboration. The Group's coordinator is periodically elected by the researchers, technicians and doctoral students that integrate the Group in question and may be temporarily appointed by the Directorate, after hearing the President of the Scientific Council, in case of need.
5. Scientific Projects are funding obtained by a team coordinated by a Principal Investigator, as defined in the funding application. All scientific projects must be part of at least one research group.
6. The Scientific Council shall define the organisation and functioning of the Research Lines and Groups under its regulations.

Chapter VI: Scientific and Computing Infrastructures

Art. 24 - Scientific and Computing Infrastructures

1. Technological development and service provision activities may be organised, by the decision of the Directorate, in Scientific and Computing Infrastructures.
2. Each Infrastructure shall be headed by a Coordinator, designated by the Directorate, who shall be responsible for the proper management of the human and material

resources assigned to it, as well as for the planning and budgeting of the work carried out therein.

Chapter VII: Competence Centres

Art. 25 - Centres of Competence

1. Activities related to scientific and technological competencies of reference to LIP, transversal to various research groups, may be organised, by decision of the Directorate, in Competence Centres.
2. Each Competence Centre will be managed by a coordinator designated by the Directorate after hearing the Scientific Council Board, who will be responsible for properly managing the human and material resources and defining the individual work plan.

Chapter VIII: Education, Communication and Dissemination

Art. 26 - ECO Office

1. LIP's education, institutional communication and outreach activities are coordinated by LIP's ECO (Education, Communication, Outreach) office.
2. The Directorate appoints the heads of the ECO office after consultation with the Scientific Council Board.
3. The internal structure of the ECO office, as well as its annual work plan, is approved by the Directorate on the proposal of the heads of the Office.
4. In coordination with the Directorate and the Scientific Council Board, the ECO Office is responsible for organising the technical reports and plans that LIP presents annually and managing LIP's official website and its presence in social networks and the media.
5. The ECO Office coordinates the dissemination and teaching activities aimed at the general public and students and teachers of primary and secondary education.
6. The ECO Office heads represent LIP in similar national and international organisations, reporting to the Directorate the topics discussed at the meetings in which they

participate in that role and proposing, whenever necessary, actions that LIP should subscribe or encourage.

Chapter IX: Advanced Training

Art. 27 - Advanced Training Office

1. LIP's Advanced Training Office coordinates scientific and technological advanced training activities.
2. The Directorate appoints the heads of the Advanced Training Office after hearing the President of the Scientific Council.
3. The LIP's student representatives are part of the Advanced Training Office.
4. The Directorate approves the annual plan for Advanced Training activities on the proposal of the heads of the Office.
5. The Advanced Training Office coordinates the teaching activities for University students.
6. The Advanced Training Office's responsibility is to monitor and complement the training of master and doctoral students who develop their research work at LIP, promoting regular enquiries to students and their supervisors and training activities considered appropriate.

Chapter X: Administrative Services

Art. 28 - Administrative Services

1. The Administrative Services are responsible for the reception, secretarial, human resources management, treasury, accounting and project management activities.
2. The Administrative Services are organised by nodes whenever justifiable and possible. In these circumstances, the Local Board of Directors shall be responsible for their structure and for appointing their managers without prejudice to the general guidelines defined by the Directorate.
3. The Administrative Services are responsible, under the guidance of the Directorate, for interacting with the related services of the entities outside LIP, as well as with the

Chartered Accountant, the Audit Committee and the external auditing commissions to which LIP is submitted.

4. The Administrative Services have, under the guidance of the Directorate, the responsibility of producing the annual accounts and management reports and all other documents deemed necessary.

Chapter XI: Admission, Evaluation and Progression of Employees

Art. 29 - Recruitment and Progression of remunerated contract

Researchers whose Employer is LIP

1. Researchers on paid contracts at LIP are recruited by a public selection tender procedure.
2. LIP, as an employer, actively promotes a policy of equal opportunities, taking scrupulous care to avoid any form of discrimination.
3. Recruitment for positions within LIP research staff must be carried out through external or internal competition, which includes, after previous selection, public examinations and an interview for pre-selected candidates.
4. The internal competition referred to in the previous number is intended for career progression in the research staff of LIP. Therefore, a positive evaluation under Article 31 of the present Regulations is a condition for admissibility to the competition.
5. The jury of the contest referred to in number 3 is indicated by the presidents of the Directorate and the Scientific Council and shall include at least one element external to LIP.
6. The result of the contest referred to in number 3 may be appealed to the Directorate, which shall base its decision considering the opinion of the president of the Scientific Council.
7. The contest results referred to in number 3 will become effective only after the homologation of the Board of Directors.
8. Recruitment for fixed-term employment contracts to meet temporary needs in specific projects shall be carried out through a tender procedure that may be exclusively document-based.

9. The Board of Directors shall appoint the jury of the contests referred to in the previous number after hearing the Principal Investigator of the project or the Coordinator of the Infrastructure in question.
10. A strategic plan shall be prepared to define the type and number of research positions and the strategy and vacancies for the progression of scientific staff.
11. The plan referred to in the previous paragraph shall be proposed by the Directorate after consulting the Scientific Council Board and approved by the Scientific Council plenary. This plan must have a three-year duration.
12. The Directorate implements the plan according to the approved principles and the budget availability in consultation with the Scientific Council Board.

Art. 30 - Recruitment and Progression of Technical and Administrative Staff

1. LIP's technical and administrative staff are recruited through a tender.
2. The selection board for the competition referred to in the previous number shall be appointed by the Directorate, after consultation with the coordinator of the research group or Infrastructure concerned. The competition shall be exclusively document-based in the first phase. The competition may also include, in the second stage, an interview with the pre-selected candidates.
3. The contest result referred to in paragraph 1 above shall be submitted to the Directorate, which shall also approve the results.
4. The decision on career progression for technical and administrative staff is the responsibility of the Directorate, on the proposal of the coordinator of the research group or Infrastructure in question.
5. Only staff members with a positive evaluation under Article 31 may have access to career progression.
6. When defining admission criteria and progression rules for technical employees, the Directorate shall hear the Workers' Commission if it is established.

Art. 31 - Evaluation

1. The performance evaluation of LIP workers will be based on the confrontation between established objectives and obtained results, as well as on the competencies demonstrated and to be developed.

2. For this Regulation, the following definitions shall apply:
 - a) Competencies: the evaluation parameter that expresses the knowledge, action capabilities and behaviour required for efficient and effective performance, suitable for the execution of each worker's functions;
 - b) Objectives: the evaluation parameter that expresses the expected results intended to be achieved over time, being generally measurable.
3. The evaluation systems of LIP shall be subordinated to the following principles:
 - a) Coherence and integration, aligning the action of services, leaders and workers in pursuing the Institution's objectives.
 - b) Accountability and development, reinforcing the sense of responsibility of managers and workers for the results.
 - c) Universality and flexibility, aiming at applying general performance criteria to all employees but foreseeing their adaptation to specific situations;
 - d) Transparency and impartiality, ensuring the use of objective and public criteria in managing the performance of services, managers and employees.
 - e) Orientation towards quality.
 - f) Comparability of service performance through indicators that allow comparison with national and international standards whenever possible.
 - g) Publicity of the final results of the evaluation.
 - h) Participation of leaders and workers in setting service objectives, performance monitoring, improvement of work processes and evaluation of services.
4. The remunerated LIP researchers will be evaluated according to the terms foreseen in the Scientific Council regulations.
5. The Directorate will evaluate the technical and administrative staff after hearing the coordinators or those responsible for the scientific services and infrastructures.
6. The technical and administrative staff evaluation will occur every two years. It will include an interview, with a script to be defined by the Directorate before each evaluation cycle. The results of the discussion will be included in an evaluation form.
7. The interview script and the evaluation sheet mentioned in the previous number shall be prepared prior to the beginning of the evaluation process and duly publicised.

8. The evaluation process of LIP personnel shall include the elaboration of an individual career plan for each employee, with the definition of short, medium and long-term objectives, as well as the training required to achieve them.

Chapter XII: Conflict Mediation and Disciplinary Procedures

Art. 32 - Disciplinary Authority

LIP exercises disciplinary authority over its members, for the duration of the respective contract, under the terms of the existing legislation.

Art. 33 - Mediation of Conflicts

1. LIP recognises its obligation to protect its members from all forms of harassment and violence in the workplace, whether physical, psychological or sexual.
2. LIP will adopt conflict mediation procedures following European Union law and national legislation.

Art. 34 - Beneficiaries

1. The conflict mediation procedure applies to all employees and researchers of LIP, without any distinction based on the legal nature of the respective affiliation, including all workers and researchers, career employees, trainees, scholarship holders or individuals who provide any other functions therein, during the entire period in which they are in any way related with the Institution.
2. All individuals who provide services or carry out research work at LIP, even if they have an employment relationship with a different employer, are also included in the scope of this procedure.

Art. 35 - Complaint

1. The procedure starts with submitting a written complaint made by the person allegedly subjected to harassment or violence, their legal or trade union representative, or any member of LIP who becomes aware of the case in the course of their duties.
2. The complaint should be addressed to LIP Directorate.

3. If the complainant is not the alleged victim, the Directorate should corroborate the facts with the alleged victim before proceeding with the complaint.

Art. 36 - Preliminary Analysis

1. In the first stage, the Directorate is responsible for analysing the objective data and gathering the necessary information on the case in question, namely on the identification of the affected parties and alleged perpetrators, as well as on the behaviours that may constitute violence or harassment.
2. Once the information has been gathered, the Directorate can:
 - a) Drop the complaint, for considering it manifestly unfounded or outside the scope of this protocol;
 - b) Initiate the procedure, under the terms foreseen in the following article;
 - c) In both cases, the decision and its substantiation shall be stated in a written document, and the complainant must be informed.

Art. 37 - Instruction of the Process

1. If the Board of Directors intends to pursue the complaint, it should gather all available information, including any antecedents or other elements relevant to the case.
2. The process must be done with diligence, confidentially and secretly, concerning the adversarial principle.
3. The complainant, the accused, and the witnesses shall be heard separately.
4. After the diligent proceedings, the Directorate may attempt a formal or informal mediation process between the parties to settle the conflict if it considers it valuable.
5. If the conflict is resolved during the formal or informal mediation process, the Board of Directors shall dismiss the complaint.

Art. 38 - Formal Mediation

1. If informal mediation does not occur or is unsuccessful, the Directorate may promote a formal mediation process if it is inappropriate to close the complaint or immediately establish a Commission of Inquiry.
2. To this end, a committee of three members will be formed, with the President appointed by the Directorate and the remaining members by each party.

3. If the conflict is settled during mediation, the Directorate shall dismiss the complaint.

Art. 39 - Commission of Inquiry

1. If the attempt at formal mediation fails, such conciliation has not been deemed appropriate to the case under resolution, or the complaint has not been withdrawn, the Directorate shall set up an official Commission of Inquiry.
2. The Commission of Inquiry must include a member of the Directorate and a member of the employer or funder of the complainant's stipend, if applicable.
3. If the employer or funder of the complainant's scholarship does not appoint a member to the Commission of Inquiry, the Directorate shall nominate a suitable person to replace them.

Art. 40 - Inquiry

1. The Commission of Inquiry shall review the case and hear the parties and witnesses again, if necessary.
2. The Commission's decision may take one of the following forms, which shall, in any case, be stated in a written report:
 - a) Closure of the complaint for the complainant's withdrawal, lack or insufficiency of evidence.
 - b) Proof of behaviour classifiable as violence or harassment at work.

Art. 41 - Sanctions

1. In the case of subparagraph b) of the preceding paragraph, the Commission of Inquiry shall propose to LIP's Directorate the measures and sanctions to be adopted within the Institution.
2. The Directorate may directly decide on applying non-disciplinary measures within its competencies' scope, from a simple warning to a prohibition of activity within LIP.
3. If the offender is an employee of LIP, applying disciplinary sanctions requires compliance with the provisions of the Labour Code and the respective collective labour regulation instrument, when applicable.
4. If any of the parties is an employee or scholarship holder of another institution, the Commission of Inquiry shall forward its report to them so they may take the necessary disciplinary measures.

Chapter XIII: Regular Internal Meetings

Art. 42 - Internal and Regular Meetings

1. The Directorate and the Scientific Council shall meet ordinarily and extraordinarily as their internal regulations provide.
2. The Advisory Committee meets ordinarily once a year and extraordinarily whenever the President of the Directorate convenes.
3. The Directorate and the Scientific Council organise scientific conferences every two years, open to all LIP members.
4. The Advanced Training Office organises a meeting for LIP's doctoral students in alternate years to the scientific conferences.

Chapter XIV: Amendment of the Regulation

Art. 43 - Amendment of the Regulation

The present regulations may be revised on the initiative of the Directorate after hearing the President of the Scientific Council and representatives of staff and students to adapt them to modifications that may have occurred in the legislation in force or the statutes of LIP. Any proposal for change that does not strictly correspond to the need for adaptation to the law or the statutes must be approved in each research unit by a majority vote of the researchers, employees and doctoral students. Proposals for alteration of the regulations must be presented and justified publicly by the Directorate at least three months before approval.