

STATUTE OF THE GRAN SASSO SCIENCE INSTITUTE

Art. 1

Nature and purpose of the institution

1. GSSI, Gran Sasso Science Institute, is a Higher Education Institution with Special Regulations, part of the Italian public university system and endowed with legal personality and scientific, teaching, administrative and accounting autonomy.
2. GSSI was established by decree of the Minister of Education, University and Research n. 216, of 31 March 2016, with registered office in L'Aquila.
3. GSSI aims at contributing to scientific, economic and social progress by fostering the education of young people and developing scientific research programmes. GSSI also aims to contribute to the full enhancement of talented young people by offering them highly qualified educational courses that increase their skills, as well as opportunities for scientific and cultural enrichment, even in an interdisciplinary sense.
4. GSSI is part of the European and international research and higher education space, embracing its principles and tools.
5. GSSI shares and endorses the general principles and requirements of the role, responsibilities and rights of researchers and of the people who employ and/or finance them, as it is stated in the European Charter for Researchers found in the recommendation of the European Commission on 11 March 2005.

Art. 2

Research and teaching organisational model

1. GSSI integrates research and teaching through the establishment of the Scientific Areas (hereinafter 'Areas'). The Areas are the organizational units of research and constitute the scientific context for the organisation of PhD Courses, as well as the reference centres for the affiliation and recruitment of researchers and professors.
2. The GSSI Areas are:
 - Physics
 - Mathematics
 - Computer Science
 - Social Sciences
3. The Areas are coordinated by Scientific Area Directors, appointed and dismissed by the Board of Directors upon proposal of the Rector and subject to the opinion of the Academic Senate. The Area Scientific Directors remain in office for three years and cannot be appointed for more than two consecutive terms. The organisation of the Areas and the role of the Area Scientific Directors are stated in the 'University General Regulation'.
4. The organisational units of teaching are the PhD Courses, intended to educate young researchers in an international and interdisciplinary perspective, through a path of high scientific qualification.

The PhD Courses are presided over by a Coordinator, assisted by a Board of Professors, in accordance with the provisions of current legislation and the GSSI regulations. The appointment and dismissal of the Coordinators are decided by the Board of Directors upon proposal of the Rector, subject to the opinion of the Academic Senate. The Coordinators remain in office for three years and cannot be appointed for more than two consecutive terms.

5. The establishment, modification or elimination of PhD Courses and Scientific Areas is decided by the Board of Directors, subject to the opinion of the Academic Senate, within the framework of the Three-Year Programme.

Art. 3

General and operating principles

1. GSSI adopts the following general principles:

- a) Freedom of expression, research and teaching, mutual respect and tolerance in diversity are fundamental principles in the life of GSSI.
- b) Students are admitted to GSSI courses through a public competition, exclusively based on merit criteria.
- c) GSSI professors and researchers are selected according to international standards, in compliance with the European Charter for Researchers and the European Code of Conduct for the recruitment of researchers.
- d) GSSI carries out its activity in L'Aquila and contributes to the development and internationalisation of research and training in the country, promoting the enhancement and transfer of research results.
- e) In pursuit of its institutional purposes, GSSI is inspired by the principles of simplification, efficiency, effectiveness and transparency.
- f) GSSI guarantees equal opportunities in access to study and work, in research, in the human and professional growth of the teaching and technical-administrative staff, committing itself to remove all direct and indirect discrimination based on sexual orientation, ethnic origin, language, religious beliefs, political opinions, disabilities, social and personal conditions.
- g) GSSI encourages the creation of a work environment marked by organisational well-being and good productivity, committing itself to the elimination of all forms of moral or psychological violence.

Art. 4

Educational activities and qualifications

1. GSSI, pursuant to the provisions of law n. 341 of 19 November 1990, and by the ministerial decree n. 270 of 22 October 2004, organises PhD courses and awards the title of Philosophiae Doctor (Ph.D.) pursuant to art. 4 of the law n. 210 of 3 July 1998, also jointly with other Italian or foreign university institutions, as governed by the regulations of

GSSI. PhD courses are held in English and are characterised by a rigorous evaluation of the educational paths and the results achieved by the students.

2. GSSI can activate Masters and other Courses of Study and Higher Education. On the basis of specific agreements with other Universities, GSSI can participate in the establishment of these Universities courses for the attainment of the II level qualification.
3. GSSI may organise training activities on behalf of third parties.

Art. 5

Federations, consortia, associations and collaborations

1. In order to improve quality, efficiency and effectiveness of research, teaching and management activities, GSSI has the right to participate in university federations, pursuant to art. 3 of the law n. 240 of 30 December 2010. The federation of GSSI with other institutions is approved by the Board of Directors, upon proposal of the Rector, with a two-thirds majority of those entitled to vote, after having obtained the opinion of the Academic Senate expressed with a two-thirds majority.
2. For the same purposes, GSSI can participate in consortia, bodies and associations and sign agreements with other universities or bodies and institutions operating in the fields of research and higher education, with a resolution of the Board of Directors, subject to the opinion of the Academic Senate and in the compliance with the guidelines defined by the Three-Year Programme.

Art. 6

Organs

1. The political-administrative bodies of GSSI are:
 - the Rector;
 - the Board of Directors.
2. The academic bodies of GSSI are the following:
 - the Academic Senate;
 - the School Board.
3. The monitoring and assessment bodies of GSSI are as follows:
 - the Evaluation Board;
 - the Board of Auditors;
 - the Scientific Committee.

Art. 7

Rector

1. The Rector is the legal representative of GSSI.
2. The Rector is responsible for:
 - a) carrying out the functions of direction, initiative and coordination of scientific and teaching activities;

- b) pursuing the aims of the Institute according to quality criteria and in compliance with the principles of effectiveness, efficiency, transparency and promotion of merit;
- c) ensuring the teaching and research autonomy of professors;
- d) summoning and presiding over the Academic Senate and the Board of Directors;
- e) issuing the Statute and the regulations;
- f) supervising the operation of the facilities and services of GSSI;
- g) initiating disciplinary proceedings against teachers and students and imposing the related disciplinary measures, not exceeding censorship, in accordance with the provisions in force;
- h) conferring the qualifications awarded by the GSSI;
- i) proposing to the Board of Directors, having obtained the opinion of the Academic Senate, the Three-Year Programme document;
- j) proposing to the Board of Directors the Integrated Plan pursuant to art. 15, paragraph 3, prepared by the Director General;
- k) proposing to the Board of Directors the Unified University Budget and the Economic, Financial and Assets Report;
- l) proposing to the Board of Directors the federation of GSSI with other parties;
- m) proposing to the Academic Senate the appointment of the members of the Board of Directors pursuant to art. 8, paragraph 3, letter b);
- n) proposing to the Academic Senate the appointment of the members of the Scientific Committee;
- o) proposing to the Board of Directors the appointment and dismissal of the Director General;
- p) proposing to the Board of Directors, after having obtained the opinion of the Academic Senate, the appointment of the Area Scientific Directors and the PhD Courses Coordinators;
- q) proposing to the Board of Directors the appointment of the members of the Evaluation Board;
- r) appointing the members of the Board of Auditors and designate the member referred to in art. 12, paragraph 2;
- s) appointing two of the three members of the Disciplinary Board, upon proposal of the Academic Senate;
- t) initiating the disciplinary procedure of the Disciplinary Board in the cases provided for by the art. 19;
- u) entering into contracts and agreements on behalf of GSSI;
- v) issuing calls in the fields of research, teaching and management of the University;
- w) submitting to the competent Minister the periodic reports required by law;
- x) adopting the emergency measures within the competence of the Board of Directors and those within the competence of the Academic Senate limited to art. 9, paragraph 2, letter n), submitting them for ratification to the relevant body in the immediately following session;

- y) appointing ad hoc committees, composed of professors and scholars of recognised international reputation, including those outside GSSI, for scientific collaborations and opinions;
 - z) performing any other function not expressly assigned to other bodies by the Statute;
 - aa) performing all the other powers that are delegated by the regulations in force to the Rectors of the Universities.
3. The active electorate of GSSI for the Rector's elections is made up as follows:
 - full and associate professors;
 - researchers referred to in art. 24, paragraph 3, lett. b) of the law n. 240/2010;
 - researchers referred to in art. 24, paragraph 3, lett. a) of the law n. 240/2010 with weighted vote equal to 10% of the total votes cast by the category;
 - representatives of the students of the PhD Courses in the Senate and the Board of Directors;
 - technical administrative staff, with a weighted vote equal to 10% of the total votes cast by the category;
 4. The Rector is elected by secret ballot. The elections are called by the Dean by his/her own decree, as governed by the 'University General Regulations'.
 5. The Rector is appointed by decree of the Minister of Education, University and Research among full professors of recognised scientific qualification at international level and with a deep knowledge of the research system in Italy and abroad.
 6. The Rector holds office for six years and his/her mandate is not renewable.
 7. The Rector appoints by his/her own decree a Pro Rector, with the function of Vicar, who replaces him/her in case of absence or impediment. The Pro Rector Vicar may be dismissed with a motivated decree of the Rector in the event that the fiduciary relationship ceases. The Pro Rector Vicar participates in the meetings of the Board of Directors and the Academic Senate without the right to vote unless he/she is a member.
 8. The Rector can appoint his/her delegates for specific activities among the members of the Board of Directors, professors and researchers of the GSSI.

Art. 8

Board of Directors

1. The Board of Directors is presided over by the Rector, who summons it. The Director General shall act as secretary and take the minutes.
2. The Board of Directors is responsible for:
 - a) approving, upon proposal of the Rector and after having obtained the opinion of the Academic Senate, the Three-Year Programme as per art. 15, paragraph 1;
 - b) adopting the Integrated Plan, referred to in art. 15, paragraph 3, proposed by the Rector and prepared by the Director General;
 - c) approving, upon proposal of the Rector and subject to the opinion of the Academic Senate for the aspects of competence, the Single University Budget for the annual authorisation and

- the Single University Budget for the three-year forecast;
- d) approving, upon proposal of the Rector, the Single University Budget;
 - e) approving the ‘Regulations for administration, finance and accounting’, as well as other regulations of administrative and management nature;
 - f) expressing an opinion on the regulations on the organisation of research and teaching;
 - g) deciding, after having obtained the opinion of the Academic Senate, on the establishment of positions of full and associate professors and of fixed-term researcher positions within the Three-Year Programme;
 - h) deciding, upon proposal of the School Board, on the calls of full and associate professors and of fixed-term researchers;
 - i) deciding, with the opinion of the Academic Senate, on the establishment, modification or suppression of PhD Courses and Scientific Areas;
 - j) approving, after having obtained the opinion of the Academic Senate, the establishment of specific training courses, identifying the relative funding to be paid by GSSI, other bodies and/or the participants themselves;
 - k) conferring and revoking the office of Director General, on the motivated proposal of the Rector;
 - l) appointing, upon the proposal of the Rector, the members of the Evaluation Department;
 - m) appointing and dismissing, upon proposal of the Rector and with the opinion of the Academic Senate, the Area Scientific Directors and the Coordinators of the PhD Courses;
 - n) resolving on any indemnity for office and participation in collegial bodies, subject to the opinion of the Board of Auditors;
 - o) deliberating on contracts and agreements that involve financial charges, after having obtained the opinion of the Academic Senate as regards those relating to teaching or research activities;
 - p) approving by a two-thirds majority, upon proposal of the Rector, the federation of GSSI with other parties, subject to the opinion of the Academic Senate expressed by a two-thirds majority;
 - q) authorising GSSI to participate in consortia, bodies and associations and enter into agreements with other universities or bodies and institutions operating in the research and higher education sectors, after consulting the Academic Senate and in compliance with the guidelines defined in the Three-Year Programme;
 - q) approving all the acts that fall within the competences attributed to it by the Law, the Statute and the regulations of GSSI.
3. The Board of Directors shall be composed of 5 members:
- a) the Rector, who presides over it;
 - b) two Italian or foreign persons in possession of proven expertise in the field of management or with a high level professional experience, with a necessary focus on their scientific and cultural qualification, of whom at least one does not have a role in GSSI;
 - c) one representative of INFN, designated by the President of INFN and chosen among Italian or foreign persons in possession of proven competence in the field of management or with a

- high level of professional experience, with a necessary focus on the scientific and cultural qualification;
- d) one representative of PhD Course students, with a two-year term of office, to be elected among the students enrolled in PhD Courses whose remaining ordinary duration is at least one year from the election date.
4. The appointment of the members referred to in letter b) of paragraph 3 above is attributed to the Academic Senate, upon proposal of the Rector. Internal candidates of GSSI must be full professors. The Rector takes advantage of a commission, appointed by him/her, which analyses candidatures to verify the formal requirements.
5. The student representative is excluded from the votes related to the recruitment of teaching and research staff and from the votes referred to in paragraph 2, letters a), f), g), l) above.
6. The Board of Directors holds office for three years. The three-year term of office of individual members can be renewed only once.
7. The Board of Directors is regularly constituted with the presence of at least three components.
8. The designations of members are communicated in writing to the Rector at least sixty days before the expiration of the Board of Directors' term.
9. Should the new Board fail to be constituted within the deadline, the lapsed Board may continue to fulfil its functions for urgent matters that cannot be delayed, for a maximum period of forty-five days.
10. Should a member resign from the Board, the newly-appointed representative shall remain in office for the effective period of the Board.
11. Should the Board be reduced by more than one-third of its members due to resignation or cessation of the mandate, the Board is divested of authority and a new Board must be constituted.

Art. 9 *Academic Senate*

1. The Academic Senate is presided over by the Rector, who summons it. The Director General shall act as secretary and take the minutes.
2. The Academic Senate is responsible for:
- a) formulating proposals and opinions on teaching, research and student services;
 - b) expressing an opinion on the Three-Year Programme as per art. 15, paragraph 1;
 - c) expressing an opinion on the Single University Budget for the annual authorisation forecast and on the Single University Budget for the three-year forecast, for the relevant aspects;
 - d) expressing an opinion on the establishment of positions of first and second rank professor and of fixed-term researcher positions within the Three-Year Programme;
 - e) proposing to the electoral body, with a majority of at least two thirds of its members, a motion of no confidence in the Rector, not before two years have elapsed from the beginning of his/her mandate;

- f) expressing an opinion to the Board of Directors on the appointment and dismissal of the Area Scientific Directors and of the PhD Courses Coordinators;
 - g) expressing an opinion to the Board of Directors regarding the establishment, modification or suppression of PhD Courses and Scientific Areas;
 - h) expressing an opinion on the establishment by the Board of Directors of specific training courses;
 - i) approving, with the favourable opinion of the Board of Directors, the ‘University General Regulations’;
 - j) approving, with the favourable opinion of the Board of Directors, the regulations on the organisation of research and teaching;
 - k) adopting the Code of Ethics;
 - l) appointing, upon proposal of the Rector, the members of the Board of Directors pursuant to art. 8, paragraph 3, letter b);
 - m) appointing, upon proposal of the Rector, the members of the Scientific Committee;
 - n) proposing to the Rector the appointment of the Disciplinary Board;
 - o) deliberating in the cases provided for by the legislation on leave, expectations, role confirmations and other measures regarding teaching and research staff;
 - p) expressing an opinion on contracts and agreements that involve financial charges, relating to teaching or research activities;
 - q) expressing an opinion on the participation in consortia, bodies and associations and enter into agreements with other universities or bodies and institutions operating in the research and higher education sectors, after consulting the Academic Senate and in compliance with the guidelines defined in the Three-Year Programme;
 - r) expressing an opinion by a two-thirds majority to the Board of Directors regarding the federation of GSSI with other subjects;
 - s) exercising all other powers, not regulated by these Articles of Association, which are delegated to the Academic Senates by the national university system.
3. The Academic Senate shall be composed of the following members:
- a) the Rector, who presides over it;
 - b) the Scientific Area Directors;
 - c) representatives elected among the tenured GSSI professors, of whom at least one is a researcher, up to a maximum of seven if the professors themselves are more than seven;
 - d) two representatives of PhD Course students, with a two-year term of office, to be elected among the students enrolled in PhD Courses whose residual ordinary duration is at least one year from the election date. Student representatives are excluded from voting relating to aspects related to the recruitment of teaching and research staff.
4. Except as provided for with respect to the term of office of students and researcher representatives, the Academic Senate serves a term of four years.

1. The School Board is composed of full and associate professors and GSSI researchers and is presided over by the Rector.
2. The School Board proposes to the Board of Directors the calls of full and associate professors and of fixed-term researchers, and makes proposals regarding the composition of the competition commissions for teaching and research staff. For the proposals concerning full professors, the session is restricted to full professors members only, for the proposals concerning the associate professors the session is restricted to full and associate professors only.

Art. 11

Evaluation Board

1. The Evaluation Board evaluates the administrative performance, the quality and the effectiveness of the educational offer, the actions aimed at fostering the right to study, verifying, including through a comparative analysis of costs and performance, the productivity of teaching.
2. More specifically, the Board:
 - a) evaluates the degree of achievement of the programmatic objectives, with particular reference to the Three-Year Programme;
 - b) draws up the accompanying report to the Economic, Financial and Assets Report pursuant to law n. 537/1993;
 - c) evaluates the impartiality, transparency and effectiveness of the quality assessment mechanisms;
 - d) carries out any other evaluation investigation entrusted to it by the Board of Directors;
 - e) performs the functions of an Independent Assessment Body pursuant to the legislative decree n. 150/2009 and any other attribution entrusted to it by current legislation and by the GSSI regulations.
3. The Board is composed of five members:
 - a) three external members of GSSI, appointed by the Board of Directors upon proposal of the Rector among scholars and experts in the field of evaluation, even in the non-academic field;
 - b) two internal members of GSSI, among whom the Coordinator.
4. The Board remains in office for four years from the date of appointment. Members may be renewed once.

Art. 12

Board of Auditors

1. The Board of Auditors:
 - a) checks the management documents and ascertains the regular keeping of the books and accounting records with regard to fiscal aspects;
 - b) examines the University Budget, the related changes and the Economic, Financial and Assets Report and draws up specific reports on these documents;
 - c) conducts cash audits;
 - d) performs any other task assigned to it by the regulations.

2. The Board of Auditors is composed of three permanent members and two substitute members, of which:
 - a) one full member, acting as president, designated by the Rector from among administrative and accounting magistrates and state lawyers;
 - b) one full member and one alternate appointed by the Ministry of Economy and Finance;
 - c) one full member and one substitute appointed by the Ministry of University and Research.
3. At least two members must be registered in the Register of Statutory Auditors.
4. The members of the Board of Auditors are appointed by the Rector, in compliance with the provisions of the previous paragraph, they can be renewed only once and remain in office for four years. The position of member of the Board of Auditors is incompatible with any employment relationship or institutional position held within GSSI.

Art. 13

Scientific Committee

1. The Scientific Committee is an advisory body for teaching and research activities and expresses itself in particular on the lines of the Three-Year Programme.
2. The Committee is composed of six members. Its members are appointed by the Academic Senate upon proposal of the Rector, chosen from among exponents of the international scientific community of high scientific reputation in the fields of activity of GSSI.

Chapter III

Art. 14

Director General

1. The Director General, on the basis of the guidelines provided by the Rector and the Board of Directors, is assigned the overall management and organisation of the services, instrumental resources and technical-administrative staff of the Institute, as well as of the tasks, insofar as compatible, of which to art. 16 of the legislative decree n. 165/2001.
2. Specifically, the Director General:
 - a) adopts the administrative acts and measures falling under his/her own competence;
 - b) prepares the Integrated Plan, as per art. 15, paragraph 3;
 - c) proposes to the Board of Directors the organisation chart of the administration and its variations;
 - d) manages labour and trade union relations;
 - e) carries out the activity of direction, coordination, control and management of the managerial, technical and administrative staff of the administration;
 - f) carries out the activity of coordinating the activities of employees and collaborators of the Administration;

- g) participates, without the right to vote, in the sessions of the Academic Senate and the Board of Directors, performs the functions of secretary taking the minutes and takes care of the implementation of the resolutions as regards the aspects of its competence;
 - h) appoints the Unified Guarantee Committee and designates its Chairperson;
 - i) manages the fund for the ancillary treatment of managerial, technical and administrative staff;
 - j) formulates proposals to the Rector on matters within his/her competence relating to the Three-Year Programme;
 - k) carries out any other attribution delegated to the managers of general management offices by current legislation and by GSSI regulations.
3. The Director General is appointed by the Board of Directors on the basis of a proposal from the Rector motivating the choice, also in comparative terms, among the candidates received following the publication of a specific notice on the Institute's website.
4. The Director General is chosen from highly qualified persons with proven long-term experience in management functions. The employment relationship is governed by a fixed-term employment contract, lasting no more than four years from the date of stipulation of the employment contract, which is renewable. The relative remuneration is determined in accordance with the criteria and parameters defined by the Decree of the Minister of Education, University and Research in agreement with the Minister of Economy and Finance. In the event of the appointment of a public employee, the same is placed on unpaid leave for the entire duration of the contract.
5. In the cases governed by articles 19 and following of the legislative decree 30 March 2011 n. 165, the office of Director General can be dismissed with a motivated resolution of the Board of Directors. The revocation of the assignment causes termination of the employment contract.

Art. 15

Three-year annual planning and integrated plan.

1. The University Three-Year Programme is the three-year strategic and economic planning document, with annual scrolling, containing in an integrated and coherent way:
- a) the strategic lines of development of the research and teaching activity;
 - b) the three-year framework of the sources and uses of the resources;
 - c) the Single Budget document for the first reporting year;
 - d) the Human Resources plan;
 - e) the institution, modification or elimination of PhD Courses;
 - f) the establishment, modification or elimination of interdisciplinary structures, if any;
 - g) the content of the calls for PhD Courses, with reference to the accreditation requirements established by current legislation;
 - h) all that is necessary for planning the development of GSSI.
2. The Three-Year Programme is prepared by the Rector, taking into account the guidelines expressed by the Scientific Committee and with the opinion of the Academic Senate, and is approved by the Board of Directors.
3. The administrative and accounting activities of GSSI refer to the calendar year. The GSSI's

Centres of Responsibility (CDR) are identified in the Single Budget Report.

4. The Board of Directors approves the Economic, Financial and Balance Report for the past year by 30 April. The content, structure and methods of formation and approval of the University Single Budget and the Economic, Financial and Asset Report are governed by the ‘Regulations for administration, finance and accounting’.

5. The Integrated Plan (performance, anti-corruption, transparency and integrity), prepared by the Director General, is adopted by the Board of Directors upon proposal of the Rector.

6. The Three-Year Programme and the Integrated Plan (performance, anti-corruption, transparency and integrity) are adopted consistently with regard to objectives and resources.

Art. 16

Funding sources and assets

1. The revenues of GSSI consist of State transfers, contributions from other public and private subjects, and proceeds from contracts and agreements for third party activities, fees paid for specific doctoral and post-graduate training courses.

2. For its institutional activities, GSSI makes use of and takes care of the conservation of the real estate properties granted for use by the State or other institutions and of those it owns, as well as the technical equipment, scientific collections, book, archival and artistic heritage owned by it or available to it.

Art. 17

Professors and researchers

1. In pursuit of its institutional purposes, the GSSI employs professors and researchers, including through inter-academic mobility and with Public Research Bodies.

2. GSSI relies on Italian and foreign teachers and experts for specific research and teaching activities, in accordance with current laws and the GSSI regulations.

Art. 18

Code of Ethics

1. The Academic Senate adopts, in compliance with the general principles set forth in this Statute, a Code of Ethics of the university community, made up of teaching and research staff, managerial and technical-administrative staff and students. The Code of Ethics determines the fundamental values of the university community, promotes the recognition and respect of individual rights, as well as the acceptance of duties and responsibilities towards the institution to which they belong, dictates the rules of conduct within the community. The rules are aimed at avoiding all forms of discrimination and abuse, as well as at regulating cases of conflict of interest or intellectual property.

2. Without prejudice to the exclusive authority of the Disciplinary Board for violations of the Code of Ethics that constitute a disciplinary offence, the Academic Senate decides on other violations,

upon the initiative and proposal of the Rector.

3. The Academic Senate may order dismissal or impose, depending on the seriousness of the violation, one or more of the following sanctions:

- a) confidential reprimand;
- b) public reprimand;
- c) disqualification and/or exclusion for up to four academic years from GSSI bodies and from PhD Courses, from committees and from any other position;
- d) exclusion from eligibility for election for a period of up to four academic years.

Art. 19

Disciplinary Board

1. The Disciplinary Board is composed of three first-tier full-time university professors.
2. Two of the members are appointed by the Rector upon proposal of the Academic Senate. One of the two, where possible, is chosen from among professors serving at other Universities.
3. The third member is elected from among the full-time professors of GSSI. The active electorate is attributed to GSSI full professors, both full-time and fixed-time.
4. The Board is competent to carry out the preliminary phase of the disciplinary proceedings of the teaching and research staff of GSSI and to express a binding final opinion. It operates according to the principle of peer judgment, respecting the cross-examination. Participation in the Board does not give rise to the payment of compensations, emoluments, indemnities or reimbursement of expenses.
5. The initiation of the disciplinary procedure is the responsibility of the Rector who, for any fact that may give rise to the imposition of a sanction more serious than censure among those provided for by art. 87 of the Consolidated Law on Higher Education (R.D. 31 August 1933, n. 1592), within thirty days of the notifications of the facts he/she transmits the documents to the Board, by formulating a motivated proposal.
6. In the event that the disciplinary procedure is addressed to the Rector, the procedure is initiated by the Dean.
7. The Board, having heard the Rector or his/her delegate, as well as the professor or researcher subjected to disciplinary action, possibly assisted by a trusted lawyer, within thirty days expresses an opinion upon proposal made by the Rector, both in relation to the relevance of the facts on the disciplinary plan both in relation to the type of sanction to be imposed and transmits the documents to the Board of Directors for the adoption of the consequent resolutions. The procedure before the Board remains governed by current legislation.
8. Within thirty days of receiving the opinion, the Board of Directors inflicts the sanction or orders the dismissal of the procedure, in accordance with the binding opinion expressed by the Board.
9. The procedure is terminated if the decision referred to in paragraph 5 does not intervene within one hundred and eighty days from the date of transmission of the documents to the Board of Directors. This term is suspended until the reconstitution of the Disciplinary Board or the Board of Directors in the event that the operations planned for the formation of the same, which prevent its regular functioning, are in progress. The term is also suspended for no more than twice and for

a period not exceeding sixty days in relation to each suspension if the Board deems it necessary to acquire further deeds or documents for investigative reasons. The Rector is required to execute the investigative requests made by the Board.

10. The Rector is competent to carry out the preliminary phase and to impose the related disciplinary sanctions for any fact that may give rise to the imposition of a sanction no more serious than censorship, without prejudice to the Rector's right to ask the opinion of the Board.

Art. 20

Comitato Unico di Garanzia (CUG) - Unified Committee for Equal Opportunity

1. The CUG, fostering the well-being of employees and against discrimination has an equal composition and is composed of a member appointed by each of the trade union organisations representing the administration level and by an equal number of representatives of GSSI, as well as by as many substitute members, chosen from the teaching, researcher, technical-administrative staff, in order to ensure overall the equal presence of both genders.
2. The CUG replaces, by unifying its competences, the Equal Opportunities committee and the Anti-Mobbing committee, of which it assumes all the functions assigned by law and collective agreements.
3. The CUG is appointed by decree of the Director General. It is intended as constituted and can operate where half plus one of the envisaged members is appointed.
4. The members of the CUG hold office for four years and may be re-appointed only once.
5. The Chairperson is designated by the Director General, he/she must belong to the roles of GSSI and must possess, in addition to high organisational skills and proven experience also gained in similar bodies or in the exercise of organisational functions and personnel management, requirements of professionalism, experience and attitude, as well as additional requirements established by current legislation.
6. The CUG has proactive, consultative and verification tasks and works in collaboration with the national equality councillor. It contributes to the optimisation of the productivity of public work, improving the efficiency of performance through the guarantee of a work environment characterised by respect for the principles of equal opportunities, organisational well-being and the contrast of any form of discrimination and moral or psychological violence towards workers.
7. The operating methods of the CUG, in particular relating to calls, frequency of meetings, validity of the same (structural and functional quorum), are governed by a specific regulation adopted by the same CUG.

Art. 21

System of sources and delegation provisions

1. The organisation and functioning of GSSI are governed by the Statute, by the laws applicable to special higher education institutions, by the 'General University Regulation', by the 'Administration, Finance and Accounting Regulation', from the 'PhD Courses Regulation' and from the other regulations and manuals of GSSI.
2. Without prejudice to the particular procedures provided for by law, GSSI regulations are published on the GSSI website in the Official Register section and, unless otherwise established, they enter into force on the fifteenth day following that of publication.
3. Amendments to this Statute are approved by the Academic Senate by an absolute majority of the members, subject to the favourable opinion of the Board of Directors by an absolute majority of the members, and subject to the control of the Ministry of University and Research pursuant to art. 6 of Law n. 168 of 1989.
4. The 'General University Regulation' contains the general rules on the organisation of GSSI and the procedures for the election and functioning of the bodies. This regulation also governs the functioning of the Scientific Areas and the tasks of the Scientific Area Directors.
5. The 'PhD Courses Regulation' governs the organisation of the study courses activated and the organisational aspects of the teaching activity common to the PhD Courses.
6. The 'Administration, Finance and Accounting Regulation' governs the financial and accounting management of GSSI.
7. The amendments to the regulations referred to in paragraphs 4, 5 and 6 of this article are approved by the competent bodies by an absolute majority of the members.
8. The other regulations are of a general nature in relation to the area to which they refer, and cannot in any case modify or be in contrast with the regulations referred to in paragraphs 4, 5 and 6 of this article.
9. The manuals govern and contain implementation rules for specific sectors within the scope of the provisions contained in the regulations and are approved in accordance with the procedures established in the 'General University Regulation'.