Universidad de Vitoria-Gasteiz EUNEIZ

RULES OF ORGANISATION AND OPERATION OF THE EUNEIZ UNIVERSITY

Approved by the Euneiz Board of Directors on 05 May 2025

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RULES OF ORGANISATION AND OPERATION OF THE EUNEIZ UNIVERSITY

In accordance with the provisions of Law 3/2004, of 25 February, the Basque University System is made up of all the universities based in the territory of the Autonomous Community of the Basque Country and will also include those that are created or recognised by the Basque Parliament in the future.

Furthermore, as established in Article 109, such recognition shall be carried out by law and the commencement of activities shall be agreed by order of the minister in charge of the department responsible for universities within a maximum period of six months from the entry into force of the law on recognition, provided that compliance with the remaining requirements of the regulations has been accredited within this period.

Consequently, with the aforementioned regulatory framework, by Law 8/2021 of 11 November, the Euneiz University was recognised as a private university of the Autonomous Community of the Basque Country. Subsequently, and once the promoters had accredited compliance with the requirements set out in the regulations in force, by Order of 18 July 2022 of the Regional Minister of Education, authorisation was granted for the commencement of its activities.

On another level, and as can be seen in its Explanatory Memorandum, Law 3/2004, referred to above, is based on a global understanding of the universities as a university system made up of all those based in the Basque Autonomous Community, whatever their public or private legal nature.

This systemic conception transcends the universities in their individual consideration, integrating them, with respect for their uniqueness, into the Basque university ecosystem together with the rest of the actors and agents participating in it, through the common contribution to its constant improvement and progress.

This is so, without the difference in legal status between public universities and private universities being an obstacle to this understanding, as all of them provide Basque society and individuals with the public service of higher education, thus promoting the increase in their training, knowledge and social welfare, and all of them must be recognised for the social role they play based on their diversity.

Faithful to this spirit, the Euneiz University, although born from a private initiative, fully participates in the aforementioned condition of public service that must be characteristic of all the agents that make up higher education and its essential function is to provide this service through teaching, study, lifelong learning, research and the transfer of knowledge and technology.

Consequently, it is born with the purpose of serving the Basque, Spanish and European society through its full integration in the Basque University System, making the principles of freedom, justice, equality and plurality its own, which it will apply in its internal life in accordance with the postulates contained in the Spanish Constitution and in the Statute of Autonomy of the Basque Country, and with full independence with respect to any outside interference. Likewise, it shall ensure the adequate participation of all the sectors that make up the university community, especially ensuring the balanced presence of women and men, guaranteeing the freedom of teaching, study and research. The proper understanding of these freedoms shall be accompanied by respect for the truth and dignity of persons, the defence of human rights and the loyal fulfilment of contractual obligations.

Euneiz will be open in a universal spirit to all kinds of people, without discrimination on grounds of religion, race, geographical or social origin, gender or any other kind. It respects the freedom of conscience and the legitimate differences of opinion among the members of the university community. In particular, it is committed from the outset to identifying and implementing viable and effective measures to promote equal opportunities for women and men.

Finally, and in accordance with the provisions of Article 95.3 of Organic Law 2/2023, of 22 March, on the University System, private universities shall be governed, in addition to all state or autonomous community university regulations applicable to them, by the regulations corresponding to the legal personality adopted and by their own Rules of Organisation and Operation, which shall be drawn up by them subject to constitutional principles and submitted to the approval of the Governing Council of the Autonomous Community after its control of legality.

Therefore, and in order to comply with the aforementioned legal mandate, the Board of Directors of Universidad Euneiz, S.A., meeting on 5 May 2025, has approved the following Rules of Organisation and Operation:

CHAPTER I

General Provisions

Article 1. The Institution

1. The Euneiz University is a private university, integrated in the Basque University System and recognised by Law 8/2021, of 11th November, of the Basque Parliament. The University has its own legal personality and is endowed with its own assets for the development of its functions, adopting the form of a public limited company under the name "Universidad Euneiz, S.A.", incorporated for an indefinite period, being as such, officially registered in accordance with the provisions of Royal Legislative Decree 1/2010 of 2 July, which approves the Consolidated Text of the Law on Capital Companies and other applicable regulations.

2. The Institution has its headquarters in the city of Vitoria-Gasteiz and carries out its activity mainly in the Autonomous Community of the Basque Country, without prejudice to the possibility of extending its activity to the rest of the national territory, as well as abroad, in accordance with the regulations in force and the provisions of any national or international agreements that may be signed.

3. Without prejudice to its official name, the University may also use its name in Basque, "Euneiz Unibertsitatea", and in English, "European University of Gasteiz", as well as its abbreviation, "EUN" and, where appropriate, other names and associated trademarks that may be adopted by the Governing Board and that have been duly registered and authorised.

Article 2. Legal regime

In accordance with the provisions of Article 95.3 of Organic Law 2/2023, of 22 March, on the University System, the Euneiz University shall be governed by the provisions of state or regional legislation applicable to universities, as well as by the rules corresponding to the type of legal personality adopted, in this case those relating to public limited companies. It shall also be governed by the provisions of its own law of recognition and its Articles of Association, by these Rules of Organisation and Operation, and by any other internal regulations that the University may adopt in the future.

Article 3. Guiding principles

1. The Euneiz University acts under a system of autonomy in accordance with the provisions of university legislation and its own Law of recognition, making the principles of freedom, justice, equality and plurality its own, which it will apply in all its actions in accordance with the postulates contained in the Spanish Constitution and the Statute of Autonomy of the Basque Country and with full independence with respect to any outside interference.

2. The Euneiz University guarantees freedom of teaching, study and research. The good understanding of these freedoms is accompanied by respect for the truth and dignity of people, the defence of human rights and the loyal fulfilment of its contractual obligations.

3. The administrative and governing bodies of the University shall guarantee, through adequate participation, the representation of the different sectors that make up the University community, with special attention being paid to a balanced presence of women and men.

4. The University is open, in a universal spirit, to all kinds of people, without discrimination on grounds of religion, race, geographical or social origin, gender or any other kind. In its actions it respects freedom of conscience, as well as the legitimate differences of opinion among the members of the University community.

5. The University shall promote, within its financial and budgetary possibilities, its own policy for awarding grants and study aids in order to facilitate access to its services to students who meet the requirements of merit and ability, even if they do not have sufficient means to pay for their studies. In any case, grants shall be awarded in accordance with the criteria of impartiality and objectivity provided for in the specific regulations established for this purpose.

6. Basque, the language of the Basque Country, and Spanish are the official languages of the University. From the beginning of its activity, Euneiz shall adopt the appropriate measures for the progressive standardisation of the use of Basque in teaching, in research activity and in its administrative and service practice.

Article 4. Aims, functions and competences of the University

1. The University performs the public service of higher education through research, teaching and study.

2. 2. The exclusive foundational purpose of the Euneiz University is higher education through the performance of the following functions:

   a) The creation, development, transmission and criticism of science, technology and culture, in particular favouring the establishment of actions

that encourage the connection of the university with society and the Basque productive sphere.

b) Preparation for the exercise of professional activities requiring the application of scientific knowledge and methods and for artistic creation.

c) The dissemination, enhancement and transfer of knowledge in the service of culture, quality of life and economic development.

d) The dissemination of knowledge and culture through university extension and lifelong learning, thus contributing to the reduction of social and cultural inequalities and the achievement of full equality between women and men, facilitating access to university education for all.

e) Research, the basis of teaching, as a means for the progress of the community and support for the social transfer of knowledge.

f) The comprehensive training of all those who make up the university community in the search for truth, personal excellence and service to others, making available to students, teaching staff and technical, management and administration and services staff, as far as possible, activities and resources.

3. The University, within the framework of its educational offer, may offer courses leading to official Bachelor's, Master's and Doctoral degrees, as well as its own courses not leading to an official degree, aimed at lifelong learning, specialisation and updating of knowledge in various fields of knowledge, the organisation of which shall be the responsibility of the University Extension Centre.

4. The University may directly design, organise and implement the courses mentioned in the previous section, either on its own or in collaboration with other universities, institutions or training centres. To this end, the corresponding educational cooperation agreement may be formalised when advisable, in order to guarantee optimum satisfaction of specific training and updating needs. All of this shall be carried out in accordance with the provisions of these rules or the applicable internal regulations.

5. In the exercise of its autonomy and in the terms recognised by law, the Euneiz University is responsible for exercising the following competences:

a) The drawing up of its Organisational and Operational Regulations, as well as any other internal regulations that may be required by state or regional legislation or on its own initiative for the better development and achievement of its own aims. In particular, once these Regulations have been approved, the corresponding bodies of the University shall, as soon as possible, promote the drafting and approval of the regulations relating

to admission, the regime of continuance, recognition and transfer of credits and the assessment and grading of students' knowledge.

b) The election, appointment and removal of the corresponding governing and representative bodies.

c) The creation of specific structures to support research and teaching.

d) The elaboration and approval of curricula and research, as well as other teaching specifically aimed at lifelong learning.

e) The selection, training and promotion of teaching and research staff and of technical, management and administrative and service staff, as well as the determination of the conditions under which they are to carry out their activities.

f) The drawing up of the regulations concerning admission, the system of permanence and verification of knowledge of the student body.

g) The issuing of diplomas of an official nature and valid throughout the national territory, as well as other diplomas and degrees corresponding to its own teaching.

h) The preparation, approval and management of its budgets and the administration of its assets.

i) The establishment and modification of their lists of posts.

j) The establishment of relations with other entities for the promotion and development of its institutional aims.

k) Any other competence necessary for the proper fulfilment of the University's functions at the service of society to the extent of its possibilities, activities and resources.

6. The University carries out its activity on the basis of the firm commitment acquired as a result of its integration into the Basque University System, making a decisive contribution to its growth and strengthening, promoting the impact on the territory of all its teaching, basic and applied research and knowledge and technology transfer activities.

Article 5. Corporate Image

The Board of Directors of the owning company shall determine the characteristics and criteria for the use of the different elements that make up the corporate image of the University, as well as its attributes and signs of identity such as its coat of arms, seal, flag and any others that may be established.

CHAPTER II

Governing and representative bodies

Article 6. Governing bodies

1. The entity shall be governed by the General Meeting, represented by the Board of Directors appointed by the General Meeting in accordance with the provisions of the Articles of Association.
2. The senior management of the University shall be the responsibility of the President, who shall be assisted in his or her functions by the Management Committee and by the Directors of the management areas that the President may deem appropriate to appoint, in accordance with the provisions of Article 9.2.d) of these regulations.
3. The academic management and representation of the University shall correspond to the Rector, who shall act under the guidelines issued by the General Assembly, the Governing Board and the Presidency.
4. In accordance with the provisions of the Law, the composition of the academic collegiate bodies shall respect the adequate representation of the different sectors of the university community, guaranteeing the majority presence of teaching and research staff in decisions of a strictly academic nature and, in all cases, the principle of a balanced composition between women and men.

Article 7. The General Meeting

The General Meeting of the company is the highest decision-making body of the company and shall be governed by the provisions of Articles 9 et seq. of the company's Articles of Association.

Article 8. The Board of Directors

1. The Board of Directors, appointed by Universidad Euneiz S.A. in accordance with the provisions of Article 8 of its Articles of Association, is the administrative and representative body of Universidad Euneiz. Its operating regime is established in the company's Articles of Association and it shall have the powers established by law and these Articles of Association.

2. In addition to the functions entrusted by the statutes to the administrative body, it shall exercise the following functions in relation to the University:

   a) To approve and modify, subject to the provisions of university regulations, the University's Rules of Organisation and Operation, and to exercise the powers conferred therein.
   b) To approve, also subject to the provisions of university regulations, the creation, modification or termination of Faculties, teaching centres, departments, university institutes, as well as the participation of the University itself in university centres or institutes under different ownership.
   c) To establish the general guidelines governing the University's relations with the Public Administrations and with other universities.
   d) To appoint and dismiss the President.
   e) To approve the University's Rules of Coexistence in accordance with the provisions of Article 44 of these regulations.
   f) To adopt the Equality Plan provided for in Article 39 of these regulations.
   g) To approve such other policies and regulations for the internal functioning of the University as may be appropriate.
   h) Likewise, and at the proposal of the President:
      1. To appoint and remove the Rector.
      2. To appoint and remove the members of the Steering Committee.
      3. To approve the budget of the University, oversee its execution in its own terms and, where appropriate, approve its liquidation.
      4. To draw up the annual accounts, the management report and the proposal for the application of the result and, where appropriate, the consolidated accounts and management report.
      5. To approve the University's organic staff, as well as to establish and modify the University's list of posts, ensuring the balanced presence of men and women and their corresponding remuneration.
      6. To approve the teaching offer, both for official degrees and for the University's own courses, including those accredited for teaching in collaboration with other entities.
      7. To approve the pricing policy for official courses of study, its own courses of study and other activities carried out at the University.
      8. To approve the scholarship policy and the requirements for the award of scholarships.
      9. To approve the awarding of University honours and distinctions.

10. Any other function that may be attributed to it in the future by state or regional regulations or by the University itself by virtue of its autonomy.

Article 9. The Presidency

1. The President of the University shall be appointed by the Governing Board and shall exercise the senior management, supervision, management and legal representation of the University.
2. In addition to the aforementioned functions, the person who holds the position of head of this body shall be responsible for the following:
    a) To propose to the Governing Board the appointment, dismissal or re-election of the Rector, having heard the Academic Council and having consulted the representatives of the different strata that make up the university community.
    b) Propose to the Board of Directors the composition, appointment, removal or re-election of the members of the Management Committee.
    c) Propose to the Board of Directors the appointment of the Secretary General.
    d) Appointing Directors of management areas who are not members of the Management Committee.
    e) Chairing the University Steering Committee.
    f) Any other function attributed to it by the present rules of organisation and operation and, where appropriate, the internal rules of the University, or which may be conferred or delegated to it by the Governing Board.

Article 10. The Steering Committee

1. The Management Committee shall be chaired by the President of the University and shall be made up of the Rector, the Secretary General and the other members appointed by the Governing Board in accordance with the provisions of article 8.2.h)2 above.
2. It is the responsibility of the Steering Committee:

    a) Implement the strategy approved by the Board of Directors.

    b) To administer the assets and manage the annual budget of the University and to establish, within the scales applicable in each case, the amount of the academic fees payable, as well as the amount of scholarships and any other assistance that may be established.

    c) To approve, at the proposal of the Rector, the appointment of the Vice-Rectors, Deans, Vice-Deans, Directors of Departments, Affiliated Centres

and Institutes, as well as the management staff of any other specific centres of the University.

d) Approve, at the proposal of the Rector, the rules corresponding to the regulation of aspects relating to the admission system, permanence, evaluation and qualification of students' knowledge, credit recognition, internal quality assurance system, as well as other internal regulations that may be adopted, except for those which, due to the subject matter, have been expressly attributed to another body for their approval.

e) Appoint the University Ombudsman or Ombudswoman.

f) To act as a collegiate body of immediate assistance to the Presidency for the study, deliberation and coordination of all matters affecting the management of the University.

g) To propose to the Governing Board the modification of the University's list of posts.

h) To propose the strategic and programmatic lines of the University, which shall be submitted to the Governing Board for approval, as well as to establish the guidelines and procedures for their application in the areas of teaching organisation, research and human resources.

3. The members of the Management Committee and, where appropriate, the Directors of management areas shall also perform such duties as may be delegated or entrusted to them by the Board of Directors, the Chairperson or the Management Committee.

CHAPTER III

Academic bodies

Article 11. The Rector

1. The Rector is the highest academic authority of the University and is responsible for its representation and academic management, which he/she shall exercise subject to the directives of the General Board, the Governing Board and the Presidency, in accordance with the provisions of Article 6.3, as well as compliance with the agreements of the Management Committee within the scope of its competences.

2. The Rector, who shall hold the title of Doctor at the time of appointment, shall be appointed and dismissed by the Governing Board at the proposal of the person holding the Presidency, having heard the Academic Council in accordance with

the provisions of article 9.2.a) above. The appointment shall be for a term of four years, renewable for periods of the same duration.

3. The Rector shall have these powers:

a) To direct and supervise the strictly academic management of the University.

b) To exercise the academic representation of the University in relations with other entities for the promotion and development of its institutional aims.

c) Chairing the University Senate

d) Submit to the competent bodies the verification, accreditation and modification, where appropriate, of degrees and curricula, subject to the agreement of the Steering Committee.

e) To issue degrees of an official nature and valid throughout the national territory, as well as the University's own diplomas and courses, under the terms established by current legislation and the University's internal regulations.

f) To coordinate the development and planning of teaching and research activity between the different centres and teaching structures of the University.

g) To propose to the Steering Committee:

1. The appointment of Vice-Rectors, Deans, Vice-Deans, Directors of Departments and Institutes, as well as the management staff of any other specific centres of the University.

2. The awarding of honours and distinctions of the University.

3. The main lines of teaching and research activities.

4. The general lines of the University's academic and scientific policy.

h) Any other function attributed to it by the present rules of organisation and operation.

Article 12. The Vice Rectorates

1. The Vice-Rector's Offices may be directly dependent on the Rector, as may be agreed by the Management Committee. At the head of each Vice-Rectorate there will be a Vice-Rector appointed by the Management Committee at the proposal of the Rector, who will hold the title of Doctor at the time of his or her

appointment. The appointment will be for a period of four years, renewable for periods of the same duration.

2. In the event of absence, vacancy or incapacity of the Rector, he/she shall be replaced by the head of one of the Vice Rectorates, according to the order established for this purpose by the Rector.

Article 13. The Secretary-General shall

1. The Secretary General shall be appointed by the Governing Board, on the proposal of the President, after hearing the Rector, from among the teaching and research staff in full-time service at the University. The appointment shall be made for a term of four years, renewable for periods of the same duration.

2. The head of this body shall act as Secretary of the Management Committee, the Academic Council and the University Senate, shall attest to the agreements adopted by these bodies and shall also be responsible for the services entrusted to him/her by the Management Committee.

Article 14. Deaneries and Vice-Deaneries

1. The deans of faculties exercise the functions of ordinary management and administration of the faculties and are appointed and dismissed by the Management Committee at the proposal of the rector. They are appointed for a period of four years, renewable for periods of the same duration, from among the professors with doctoral degrees who have a permanent link to the University.

2. For the best performance of their functions, the Deans may have Vice-Deans appointed by the Management Committee from among the professors with doctoral degrees who are permanently attached to the University.

Article 15. The Heads of Departments

1. When deemed necessary, there may be Department Directors appointed and dismissed by the Management Committee at the proposal of the Rector, who shall be chosen from among the professors with a doctoral degree with permanent ties to the University. Appointment shall be for a period of four years, renewable for periods of the same duration.

2. Its functions include organising and supervising the teaching content of the subjects linked to its own areas of knowledge; directing and coordinating the teaching and research functions of the teaching staff assigned to them; collaborating in the preparation of the teaching organisation plans in terms of teaching staff and transversality of content, and supervising the quality of teaching by participating in the teaching quality assessment procedures that directly affect them.

Article 16. The Directors of the affiliated and integrated Centres shall be appointed for a period of three years.

1. The Directors of the University's own centres and, where appropriate, the Academic Directors of centres affiliated to the University, shall be appointed by the Management Committee on the proposal of the Rector. Appointment shall be for a period of four years, renewable for periods of the same duration.

2. They shall have the functions corresponding to the academic management of the centre, without prejudice to those other managerial and administrative functions that may be expressly entrusted to them by the Management Committee.

Article 17. The Academic Council

1. The Academic Council shall be chaired by the person holding the Rectorate and shall include at least the Secretary General, the Vice-Rectors, Deans and Vice-Deans of Faculties, Directors of Departments, affiliated centres and UB-owned or integrated centres and University Research Institutes.

2. It is responsible for the following functions:

a) To act as a collegiate body of immediate assistance to the Rector for the study, deliberation, decision and coordination of strictly academic matters.

b) To propose to the Management Committee the approval and, where appropriate, modification of the curricula relating to the official and non-official courses taught at the University, in accordance with the guidelines approved by the Management Committee.

c) To decide on the proposal of the Presidency to the Governing Board regarding the appointment, dismissal or re-election of the Rector

d) The proposal to the Management Committee for the appointment of the University's teaching staff, in accordance with the guidelines approved by the Management Committee, following the corresponding selection processes in which, where appropriate, the human resources area shall intervene as established.

e) The preparation and proposal to the Steering Committee of the Research, Teacher Training, Innovation and Academic Planning Programmes and other teaching aspects.

f) Drawing up and proposing to the Management Committee the Rules and Regulations relating to the student body.

3. The sessions of the Academic Council may be attended as guests by all those persons or institutions whose attendance is deemed appropriate by the Rector.

In any case, at least once a year, a meeting shall be called to guarantee the participation of representatives of the teaching staff, students and technical, management, administration and services staff with voice and vote in the University's strategic decision-making, ensuring parity and balance in the representation of the different university bodies.

Article 18. The Quality Commissions

1. The Quality Committees are the bodies responsible for the operation of the University's Internal Quality Assurance System. Initially, a committee shall be set up for each level of undergraduate, master's and doctoral studies, without prejudice to the possibility of other additional committees being set up in the future, in accordance with the proposal made to this effect by the Rector.
2. The composition of the Quality Commissions will be defined by the Academic Council. They shall include representatives of teaching staff, students and PTGAS, ensuring the presence of all university sectors.
3. The functions of each Quality Commission are:

    a) To draw up and approve its rules of procedure.

    b) To monitor the planning and operation of the Internal Quality Assurance System of each of the University's official and unofficial degrees.

    c) To compile and analyse the information on academic performance indicators, both qualitative and quantitative, for each degree programme and to define the corresponding proposals for improvement that will be submitted to the Academic Council.

    d) Designing review and improvement actions for each degree, as well as coordinating and assessing the implementation of these actions.

    e) Planning surveys and evaluation systems, as well as analysing the results of student and faculty satisfaction with the teaching activity, and of all interest groups.

    f) Coordinate actions in response to suggestions, complaints and claims.

Article 19. The University Senate

1. The University Senate is the body representing the different members of the university community.

2. The University Senate shall be chaired by the Rector and shall also include the University Ombudsman and the person in charge of the General Secretariat, who shall exercise the functions relating to the secretariat of this body.

3. Likewise, the University Senate shall be made up of at least the following members:

a) The Vice-Chancellors, Deans and Vice-Deans of Faculties and Directors of affiliated or integrated centres, Departments and University Research Institutes, in representation of the teaching and research members of the University Community.

b) The Directors of management areas, representing the members of the technical, management and administration and services staff of the University.

c) The responsible members of the Student Council, representing the student body.

4. The University Senate shall meet at least once each academic year and shall decide on all matters for which it is convened.
5. The University Senate shall debate the reports submitted to it, issuing recommendations, proposals and adopting, where appropriate, the relevant resolutions. Likewise, at the request of the President, it shall report on the granting of awards, distinctions and honours of the University.

Article 20. The University Ombudsman or Ombudswoman

1. The Euneiz University Ombudsman or Ombudswoman is the figure in charge of ensuring respect for the rights and freedoms of teaching staff, research staff, students and technical, management and administration and services staff in relation to the actions of the different university bodies and services. He/she is appointed by the Management Committee for a period of four years, renewable for periods of the same duration.
2. Its actions, which shall in no case be of an executive or managerial nature, shall always be directed towards the improvement of university quality in all its areas, shall not be subject to the imperative mandate of any university body and shall be governed by the principles of independence and autonomy.
3. The operating regime of the University Ombudsman or Ombudswoman shall be in accordance with the provisions of its specific regulations.

Article 21. The Student Council

1. The Student Council is the highest representative body of the University's student body, and shall act as a legitimate channel for participation in university life, under the terms established by current legislation and the University's internal regulations.
2. The Student Council shall be made up of student representatives from the different centres, elected according to democratic, transparent criteria that are representative of the diversity of the student body.
3. Its functions shall include

- To represent the student body before the governing bodies of the University and before external institutions.
- To submit proposals and reports to the university's governing and representative bodies on issues affecting students.
- To coordinate the course, degree, faculty or centre delegates, as well as to promote their training and participation.
- To promote the active participation of the student body in the academic, cultural and social life of the University.
- To collaborate in the development of activities of welcome, information, orientation, representation and defence of student rights.

4. The Council shall have functional and organisational autonomy, as well as adequate resources for the exercise of its functions, in accordance with the regulations governing it and the means made available to it by the University.
5. The University shall guarantee the effective participation of the Student Council in the collegiate bodies where issues affecting the student body are debated, including the University Senate, the Academic Council, the Faculty Boards and the commissions in which its presence is foreseen.
6. The regulations governing the functioning of the Student Council shall be approved by this body, and shall be validated by the Governing Board in order to be integrated into the University's regulatory framework.

CHAPTER IV

Structure of the University

Article 22. Organisation

1. The University shall be made up of Faculties, Departments, a Doctoral School, the University Extension Centre and any other centre or structure determined by the Governing Board as necessary or appropriate for the better functioning of the University, in accordance with the provisions of the legislation in force.
2. Likewise, within the scope of its autonomy and in accordance with the provisions of the regulations in force, the university may create or link other centres, institutions or structures in addition to those provided for in these regulations, either on its own or on an affiliation basis, as well as establish educational cooperation agreements with these centres or institutions when deemed appropriate for the better performance of its functions and, specifically, to provide for the teaching of courses not leading to the award of official degrees, as well as for lifelong learning and the exercise of professional and artistic activities.
3. The University shall have the necessary structures to provide the general services that may derive from the requirements contained in current university regulations, as well as such other services as the Governing Board may deem appropriate, either on its own initiative or at the proposal of the President's Office. Such services may be provided in the university's own facilities and by its own staff or by outsourcing the corresponding services.

Article 23. The Powers

1. The Faculties are the centres responsible for the organisation of the academic, administrative and management teaching and processes leading to the award of degrees of an official nature and valid throughout the national territory and related teaching, as well as those other functions specific to the teaching they provide.
2. Initially and in accordance with the provisions of its Recognition Act, the Euneiz University will have the Faculty of Health Sciences and the Faculty of New Interactive Technologies.
3. The Faculty Boards are the collegiate bodies responsible for the organisation and supervision of the academic, research and administrative management activities of the Faculty. They shall be made up of representatives of the

teaching staff, and when dealing with matters of interest to them, of the technical, management and administration and services staff, and of the student body, guaranteeing a proportional representation of the different university sectors and the principle of a balanced composition between women and men.

Article 24. The Departments

1. University departments are the organisational units in which certain teaching and research staff with common academic affinity characteristics are grouped together, and may include teaching and research staff from different fields of knowledge. Departments may also include technical, management and administration and services staff, in the manner determined in accordance with the university's teaching programme.
2. The creation, modification and suppression of the departments shall be carried out by the Board of Directors, in accordance with the provisions of article 8.2.b) of these rules.

Article 25. The Doctoral School

1. The University shall have a Doctoral School whose main purpose shall be the promotion of scientific and technical research and artistic creation and the organisation of doctoral studies in all branches of knowledge.
2. It shall be interdisciplinary in nature and shall carry out its functions in close collaboration with the faculties and departments. It will also promote the establishment of collaboration programmes with other universities, organisations, centres, institutions and entities that carry out R&D&I activities both at home and abroad.
3. The Doctoral School is conceived as an integral centre aimed at obtaining the highest performance in the function entrusted to it in relation to research and the preparation of future PhDs, in coordination with the University's general research training strategy.
4. The Doctoral School shall have its own Regulations, which shall be approved by the Governing Board on the proposal of the Chair and after consultation with the Academic Council.

Article 26. University Extension Centre

The University Extension Centre is a transversal unit of the University, responsible for the management, coordination and supervision of all its own teaching, as well as other educational and knowledge dissemination activities that contribute to the academic and social projection of the institution.

Article 27. Instrumental entities

By agreement of the Board of Directors, other entities with their own legal personality may also be created for the performance of specific functions or activities, in the form of a consortium, foundation, association, civil or commercial company or any other legally permitted form.

These entities may be created exclusively by the University or may be of a mixed nature, when they are created or participate with other public or private entities, companies, foundations or other legal or natural persons, and even with members of the university community itself.

CHAPTER V

Teaching and Research Staff

Article 28. Teaching and Research Staff

1. The Teaching and Research Staff (PDI) of the Euneiz University must be in possession of the academic and any other requirements established by the applicable regulations.
2. University teaching staff shall be hired under employment contracts or service contracts, as appropriate, in accordance with the provisions of the relevant legislation. The collaboration of other teaching staff may also be arranged for the teaching of health sciences degrees, in accordance with the provisions of the agreements with public or private hospitals. In this case, such staff must also accredit that they hold the qualifications required in each case by the applicable university regulations.
3. The professional categories for teaching and research staff shall be those established in the current VIII National Collective Bargaining Agreement for Private Universities, Private University Centres and Postgraduate Training Centres, or any future regulation that may replace it.
4. As established in section 1 above, in order to access each of the professional categories provided for in the aforementioned agreement, the teaching and research staff of the Euneiz University must be in possession of the academic qualifications and any other requirements that may be demanded by virtue of the provisions of both the aforementioned collective agreement and any other applicable regulations, as well as having been appointed to occupy that professional category, in accordance with the procedure established by the University for this purpose.

Article 29. Rights and Duties of Teaching and Research Staff

1. The system of rights and duties of teaching and research staff, as well as, where applicable, the disciplinary system, shall be that derived from the state and regional university regulations that may be applicable to them, as well as the provisions specifically contained in the aforementioned 8th National Collective Agreement for Private Universities, Private University Centres and Postgraduate Training Centres, or any regulation that may replace it in the future.

2. Without prejudice to the above, the teaching staff of the University of Euneiz shall enjoy in particular the following rights:

- To exercise academic and research freedom in accordance with legal and ethical principles.
- Participate in the governing and representative bodies of the University, such as the University Senate, the Academic Council, Faculty Boards, Academic Commissions and Quality Committees, under the terms established by the regulations in force.
- To have access to the continuous training and professional promotion programmes established by the University, within the framework of its academic development policy, including those aimed at teaching updating, research improvement, educational innovation and professional career development.
- To have adequate means and resources for the exercise of their teaching and research functions.

3. Likewise, the following duties are incumbent on the teaching staff:

- To be in possession of the academic and any other requirements established by the applicable regulations.
- Comply with the teaching programmes and research commitments.
- Respect ethical and deontological principles in teaching and research.
- Collaborate actively in the academic and administrative management of the faculties, as well as in the committees and collegiate bodies of which he/she is a member.
- To attend to students, tutor them and encourage their active participation in the training process and in university life.
- Participate in the processes of evaluation and quality assurance, and in the institutional plans that promote the continuous improvement of the University.

Article 30. Freedom of teaching and research

1. Teaching is a right and a duty of the professors of the University, which they shall exercise with academic freedom, with no limits other than those established in the Constitution and in the laws and those deriving from the organisation of teaching at the University.

2. Freedom of research at university level is recognised and guaranteed. Research is a right and a duty of university teaching and research staff, in accordance with the general aims of the university and within the limits established by law.

CHAPTER VI

Technical, Management and Administration and Services Staff

Article 31. Technical, Management and Administration and Services Staff

1. The Technical, Management and Administration and Services Staff (PTGAS) of the University shall be made up of personnel contracted on an employment or service leasing basis, where applicable, subject to the legal provisions in force, to provide the administrative management and support services determined by the University in the fulfilment of its objectives.
2. In accordance with current legislation, the Governing Board, at the proposal of the President, may determine that the services required by the University be provided by external companies, whose staff shall not be understood to be integrated into the University.
3. The professional categories for Technical, Management and Administration and Services Staff shall be those established in the current VIII National Collective Bargaining Agreement for Private Universities, Private University Centres and Postgraduate Training Centres, or any regulation that may replace it in the future.

Article 32. Rights and Duties of Technical, Management and Administration and Services Staff

1. The system of rights and duties of the Technical, Management and Administration and Services Staff, as well as, where applicable, the disciplinary system, shall be derived from the state and regional university regulations that may be applicable to them, as well as the provisions specifically contained in the aforementioned 8th National Collective Bargaining Agreement for Private

Universities, Private University Centres and Postgraduate Training Centres, or any regulations that may replace it in the future.

2. Without prejudice to the foregoing, the staff of the University of Euneiz shall enjoy in particular the following rights:

- Participate in the management and decision-making that affects them, including their representation in bodies such as the University Senate, Faculty Boards, Technical Commissions and Occupational Health and Safety Committees, under the terms established in the regulations in force.
- Access to the training and internal promotion programmes offered by the University, aimed at the development of technical, digital, organisational and customer service skills, as well as career progression.
- To have a safe and healthy working environment that respects the work-life balance.
- Propose improvements in the organisation and operation of administrative and technical services.

3. Similarly, the following duties are incumbent on such staff:

- Fulfil the functions assigned to them in accordance with the University's internal regulations and procedures manual.
- Contribute to the smooth running of the University with criteria of efficiency, quality and service orientation.
- Actively participate in administrative management, in the preparation of proposals for improvement and in the committees or working groups to which they are appointed.
- Respect the principles of confidentiality, institutional neutrality and personal data protection.

CHAPTER VII

The student body

Article 33. Rights of students

1. Any student enrolled full time, part time or extended time in any of the degrees, courses or official or own teachings, whatever their regime of delivery by the University, whether face-to-face, blended or virtual, has the status of student of the University Euneiz, and while maintaining that status in accordance with the established rules of permanence.

2. The University recognises as student rights those established in general and specific university regulations, in particular those contained in Title VIII of Organic Law 2/2023, of 22 March, on the University System, in 40 et seq. of Law 3/2004 on the Basque University System, as well as any other rights that may derive from the provisions of these Organisation and Operation Regulations.

3. In particular, the students of the Euneiz University shall have the right to:

   a) Equal opportunities and non-discrimination on grounds of sex, gender, race, religion or disability, or any other personal or social condition or circumstance in access to the University, admission to the centres, remaining at the University and exercising their academic rights.

   b) To receive the courses for which they have enrolled in any of the official languages of the University, with the means provided for this purpose in accordance with the system established in Article 3.6 of these Regulations and with a sufficient offer of optional and free-choice subjects in the syllabuses.

   c) Actively participate in their own training process, with freedom of study within the contents and objectives of the training programmes.

   d) Guidance and information by the University on the activities of the University that affect them.

   e) To receive scholarships, grants and credits for study in the form provided for by the public authorities and the universities, within the scope of their respective competences.

   f) Publicising the rules governing university life and, in particular, those referred to in Article 10.2.d) of these rules of organisation and operation, relating to the system of admission, continuance and verification of student knowledge and any others that may be required by current legislation.

g) To advice and assistance from teaching staff and tutoring in a manner to be determined.

h) Representation through their corresponding delegates and their integration in the corresponding governing and representative bodies of the University, such as the University Senate, the Faculty Boards, the Student Council and quality, teaching or equality committees, through the Council of Delegates.

i) Freedom of expression, assembly and association at university level.

j) The guarantee of their rights, through the establishment of appropriate procedures and, where appropriate, the action of the University Ombudsman's Office.

k) To receive and participate in the evaluation of their academic performance, as well as to request the review of their grades and to exercise the corresponding means of appeal, in accordance with the University's criteria.

l) To not attend classes, when permitted by the regulations in force and the syllabus, without this affecting their right to assessment.

m) Obtain academic recognition for their participation in university, cultural, sporting, student representation, solidarity and cooperation activities.

n) Be treated in a gender-neutral manner.

o) Care that makes it easier to combine studies with work.

p) School insurance protection under the terms and conditions established by current legislation and, where appropriate, the private insurance protection established by the University in general.

q) To any others recognised or established in the aforementioned laws and in the rest of the regulations.

Article 34. Duties of students

1. The University establishes as students' duties those established in general and specific university regulations, in particular those contained in Title VIII of Organic Law 2/2023, of 22 March, on the University System, in 40 et seq. of Law 3/2004 on the Basque University System, as well as any others that may be derived from the provisions of these Organisation and Operation Regulations.

2. In particular, students of the Euneiz University have the duty to:

a) Dedication to their own training according to the special standards required by the University.

b) Actively participate in theoretical and practical classes.

c) Comply with the rules of general academic discipline and specifically those rules established by this University.

d) To respect the fundamental rights and public freedoms and other rights of all members of the university community, as well as respect for the fulfilment of their duties by others.

e) To cooperate with the rest of the university community to achieve the aims of the University and the conservation and improvement of services.

f) To assume the responsibilities deriving from the representative offices to which they have been elected.

g) Any others deriving from these rules of organisation and operation, from the other internal rules and any other applicable legal provisions.

Article 35. Admission and stay

1. In order to enjoy and benefit from the rights of students, it shall be necessary to fulfil the legally established requirements, pass the admission tests, and pay the corresponding academic fees within the period and under the conditions established by the University, without prejudice to the scholarships and other aid that may be established.
2. It is the responsibility of the Governing Board, at the proposal of the President, to approve the rules governing admission, continuance, assessment and grading of students' knowledge, as well as the formal approval of the corresponding academic fees, scholarships and other aid that may be established.
3. These rules shall be public, accessible and permanently available to all students through the official channels of the University.

CHAPTER VIII

Economic and budgetary regime

Article 36. General principles

1. The Euneiz University shall enjoy economic and financial autonomy and, to this end, shall have sufficient resources to carry out the functions attributed to it, in accordance with the provisions of the law.
2. The University shall carry out financial planning which shall be reflected in the annual budget and, where appropriate, in the multiannual plans and programmes established.

Article 37. University budget

1. The budget of the University shall constitute the quantified, joint and systematic expression of the obligations which, as a maximum, may be incurred by the University and of the entitlements which may be settled during the year. The budget shall be annual, single, public and balanced and shall include all its income and expenditure.
2. The income of the University shall be derived from the academic fees paid by students for any reason whatsoever, the returns from research activity, grants and other contributions from public and private entities, as well as all assets and rights it acquires for any reason whatsoever.
3. The expenses of the Euneiz University shall be in accordance with the annual budget, approved by the Governing Board.

CHAPTER IX

Other Provisions.

Article 38. Sport and physical activity.

The Euneiz University understands that the exercise of physical activity and sport are social activities of public interest that contribute to the training and integral development of people, to which end it will promote the practice of sport and physical activity in a cross-cutting manner throughout its scope of action, providing the appropriate instruments to promote the effective compatibility of this practice with academic training.

Article 39. Equality policies.

1. The University undertakes to mainstream the principle of gender equality in all its policies, structures and activities, in compliance with current state and regional regulations, particularly Organic Law 3/2007, of 22 March, for the effective equality of women and men, Law 15/2022, of 12 July, on equal treatment and non-discrimination, Legislative Decree 1/2023, of 16 March, approving the revised text of the Law for the Equality of Women and Men and lives free of male violence against women, Organic Law 2/2023, of 22 March, on the University System, Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people and Royal Decree 1026/2024, of 8 October, developing the planned set of measures for equality and non-discrimination of LGTBI people in companies.
2. The Governing Board shall adopt the appropriate measures in order to ensure that the Euneiz University Equality Plan is drawn up as soon as possible, in accordance with the provisions contained in Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation, as well as in Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration and amends Royal Decree 713/2010, of 28 May, on the registration and deposit of collective bargaining agreements and collective labour agreements.
3. In any case and until the aforementioned Plan is in place, the Board of Directors shall make the necessary arrangements for the immediate implementation of a protocol for the prevention of and action against sexual harassment and harassment for reasons of sex within the Euneiz University.
4. Pursuant to these commitments, the University shall undertake the following actions:

a) In the appointment of the governing bodies of the University, a balanced presence of women and men shall be encouraged.
b) The University shall have an Equality Unit within its organisational structures for the development of functions related to the principle of equality between women and men. This unit shall submit its proposals and reports to the Management Committee.
c) Likewise, in accordance with the provisions of Royal Decree 902/2020 of 13 October on equal pay for women and men, the aforementioned Body shall implement the necessary measures for the effective implementation of the remuneration register referred to in Articles 5 and 6 thereof.
d) Incorporation of the gender perspective in teaching, research and university management, promoting the inclusion of equality-related content in syllabuses and lines of research.
e) Continuous training in equality for the entire university community, including specific programmes for management teams, selection tribunals and representative bodies.
f) Establishment of specific measures for the protection of victims of gender-based violence, in coordination with existing protocols in the university, guaranteeing confidentiality, accompaniment and adaptation of academic or working conditions where appropriate.
g) Systematic collection of data disaggregated by sex and periodic evaluation of the gender impact of university policies.

5. These measures shall apply to all areas of university life, including staff access and promotion, academic career development, the design and monitoring of academic provision, and participation in university life.

Article 40. Equal Opportunities.

The University shall guarantee equal opportunities for students and other members of the university community with disabilities, prohibiting any form of discrimination and establishing positive action measures aimed at ensuring their full and effective participation in the university environment.

The University shall take into account the provisions of Royal Legislative Decree 1/2013, of 29 November, approving the Consolidated Text of the General Law on the Rights of Persons with Disabilities and their Social Inclusion, in all matters relating to students with disabilities in university education, as well as in staff selection processes.

Article 41. Legal representation of workers.

The provisions of these rules of organisation and operation do not in any way hinder, limit or replace the functions of workers' representatives under the terms established in labour legislation.

Article 42. University Advisory Council.

The Board of Directors may appoint a University Advisory Board, of a consultative nature, composed of the President, the Rector and other persons appointed by the Board of Directors, on its own initiative or at the proposal of the Management Committee, from among those who have obtained relevant recognition for their personal and academic qualities or for the performance of tasks or functions that have demonstrated a special contribution to the world of science, technology, research, the humanities, business or culture.

The appointment shall be for a period of up to three years, which may be extended by the Board of Directors.

Article 43. Honours and Distinctions.

The University may grant honours and distinctions to reward outstanding merits of a scientific, academic, cultural or artistic nature, or equally relevant services rendered to society and business or to the University itself.

A Regulation of Honours and Distinctions of the University, approved by the Board of Trustees, shall regulate the corresponding concession.

Article 44. Rules of Coexistence.

In order to promote understanding, peaceful coexistence and full respect for democratic values, fundamental rights and public freedoms, in accordance with the provisions of Law 3/2022, of 24 February, on university coexistence, the Governing Board shall approve the Euneiz University Coexistence Regulations, which shall be compulsory for all members of the university community.

Article 45. Use and guarantees of the Basque language.

1. The University shall guarantee the exercise of the right of students, teaching staff and technical, management and administration and services staff (PTGAS) to use Basque in all aspects of university life, in accordance with the provisions of Law 10/1982, of 24 November, the basic law on the normalisation of the use of the Basque language, and Article 11 of Law 3/2004, of 25 February, on the Basque University System.
2. Progressive and effective measures shall be adopted for the normalisation of the use of Basque in the fields of:
    a) Administration and services: ensuring the right to be attended to in Basque in administrative services and the progressive bilingual adaptation of internal procedures.
    b) Teaching: guaranteeing a sufficient and growing offer of subjects and courses taught in Basque.
    c) Research activity: encouraging the production of scientific work and publications in Basque, as well as their visibility and value.

3. Students may request to answer the assessment activities in the official languages of the EUNEIZ University, i.e. Basque or Spanish, regardless of the language used by the lecturer to teach the class and also regardless of the language of the examination statement, which is normally given in the same language as the language in which the teaching has been given.
4. The right of teaching staff, PTGAS and students to use the Basque language in participatory and representative bodies, such as the University Senate, the Governing Council, the Student Council, the Faculty Boards and other collegiate bodies, shall be guaranteed. To this end, measures shall be adopted to ensure the availability of technical and personal resources to facilitate bilingual communication.
5. The University shall implement training programmes in Basque for teaching staff, PTGAS and students, as well as incentives for the accreditation of knowledge of this language, in accordance with the levels established by the Basque educational administration.
6. The University shall guarantee the bilingual publicity and accessibility of all its institutional documentation, regulations, academic and administrative processes, including digital platforms for academic management and internal communication.
7. In order to monitor and guarantee these measures, a Language Normalisation Commission shall be set up, with representation from all university bodies, responsible for:
    a) To supervise compliance with current legislation on the use of Basque.
    b) To formulate proposals for improvement.
    c) To channel complaints related to linguistic rights.

8. Specific indicators and regular evaluation mechanisms will be defined to ensure the progressive and effective implementation of these measures.

Article 46. Promotion of linguistic diversity.

1. The University recognises linguistic diversity as an enriching value of university life and a key factor for the academic, cultural and professional projection of the student body and the university community as a whole.
2. Without prejudice to full compliance with the legal framework on the use of Basque and Spanish as co-official languages in the Autonomous Community of the Basque Country, the University shall also promote the learning and use of English as a language of scientific, international and academic communication.
3. To this end, the University shall promote measures such as:
    a) The progressive offer of subjects and degrees in English, especially in areas with international projection.
    b) Participation in international mobility programmes and the establishment of alliances with foreign institutions.
    c) The offer of training courses in English for teaching staff, administrative and service staff and students.
    d) The development of multilingual teaching and scientific materials.

4. The promotion of English shall be carried out in such a way as to guarantee respect for and protection of the linguistic rights of students and university staff, as well as a balance between the languages used in university activities.
5. These initiatives will be developed in coordination with the objectives of normalising the Basque language, so that both lines of action are complementary and contribute to a multilingual university community that is inclusive and open to the world.