



EUROPEAN RESEARCH
UNIVERSITY

THE STATUTES
of the European Research University

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THE STATUTES of the European Research University

Section One Introductory provisions

Art. 1

1. The European Research University is a private university-type college as defined in the provisions of Art. 39 et seq. Act No. 111/1998 Coll., on higher education institutions and on amending and supplementing other acts (Higher Education Act), as amended (hereinafter referred to as the 'Higher Education Act').
2. The name of the university in the Czech language is: 'Evropská výzkumná univerzita, z.ú.' and in the English language 'European Research University'.
3. The registered office of the European Research University (hereinafter referred to as the 'ERUNI') is established in its statutes. The university's activities are carried out in its registered office or outside, if the Board of Directors decides so.
4. The ERUNI Statutes define the following governing bodies and their powers:
 - a) Director:
 - b) Board of Directors.
5. The ERUNI establishes self-governing bodies under Article 5.
6. The ERUNI issues the following internal rules:
 - a) Statutes,
 - b) Study and Examination Rules,
 - c) Rules of Procedure of the Scientific Board,
 - d) Rules of Procedure of the Internal Evaluation Board,
 - e) Fees and Tuition Fees Regulation,



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- f) Scholarship Rules,
 - g) Lifelong Learning Procedure,
 - h) Admission Procedure,
 - i) Disciplinary Procedure,
 - j) standards and procedures for the assurance and internal evaluation of the quality of educational, creative and other related activities.
7. The ERUNI uses a round stamp with the national emblem of the Czech Republic and the words 'Evropská výzkumná univerzita' in Czech and 'European Research University' in English, in particular on diplomas, supplements to diplomas, decisions and in other cases defined by Act No. 352/2001 Coll., on the use of the state symbols of the Czech Republic and on the amendment of certain laws, as amended. In other cases, a square stamp with the identification data of the ERUNI in Czech or English is used.

Section Two

ERUNI's mission and objectives

Art. 2

1. The ERUNI is a non-governmental, non-profit organisation that implements all types of study programmes and related scientific, research, development, innovation and other creative activities (hereinafter referred to as 'creative activities').
2. The ERUNI also provides other forms of education. It makes it possible to gain, expand, deepen and renew the knowledge of its participants from various fields of knowledge and culture, either independently or through its organisational units and established organisations.
3. The ERUNI develops its cooperation in particular with Czech and foreign universities, research and other institutions, with national administration and self-governing bodies, with the corporate and cultural sectors, and it plays an active role in public discussions on socially important issues.
4. The ERUNI respects the principles of equal approach to education without any discrimination, and it takes



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one's uniqueness and individual educational needs into consideration. It intentionally and systematically seeks and develops its students' talents, and it works with students who have specific educational needs.

Section Three **ERUNI's organisation**

Art. 3

1. The ERUNI is primarily divided into the following organisational units:
 - a) faculties and their functionally similar organisational units,
 - b) research institutes and their functionally similar organisational units,
 - c) other university bodies,
 - d) other established organisations with their own legal personalities.

2. The Board of Directors decides on the establishment and abolition of the organisational units defined in Article 3 of these Statutes as well as approves the internal regulations and founding documents.

Art. 4

Position and scope of the organisational units defined in Article 3

1. The organisational unit referred to in Article 3 (1a) implements, in particular, accredited study programmes and carries out any related creative activities. Such organisational unit is not an independent legal entity.

2. The organisational unit referred to in Article 3 (1a) is headed by a Dean appointed and dismissed by the Rector. The appointment and dismissal of a Dean by the Rector of ERUNI is preceded by a granted consent by the Board of Directors. The Dean's term of office is three years. The Dean's position can be exercised repeatedly by the same person.

3. The Rector appoints a Dean usually based on an open selection procedure from among respected academic or scientific-research staff, especially from disciplines covering accredited study programmes. A natural person without a criminal record, of legal age, with managerial experience and of the academic



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rank of professor or associate professor or the academic degree of doctor or their equivalent can become a Dean. The Rector may take into account work at a recognised institution abroad or other experience from abroad when appointing a Dean. With the approval of the Board of Directors, the Rector can waive the condition of achieving an academic qualification if the person concerned is a university-educated person with managerial experience in education management or science and research. Vice-Deans may also be appointed at the same time as the Dean. The provisions applied to the Dean shall be proportionately applied to Vice-Deans.

4. The Dean in particular:
 - a) ensures the educational, creative and other activities of the relevant organisational unit,
 - b) approves the Strategic Plan for educational and creative activities of the organisational unit,
 - c) supervises the compliance with the quality of educational and creative activities of the organisational unit.
5. Further powers and competences of a Dean and other self-governing bodies of the organisational unit referred to in Article 3 (1a) are regulated by their statutes. It is governed in its activities by the Higher Education Act and other generally binding regulations as well as these Statutes, ERUNI's internal regulations and standards and other in-house regulations and standards.
6. The organisational unit referred to in Article 3 (1b) primarily carries out scientific-research and development activities with international effects and other creative activities as required by current social needs. Such organisational unit is not an independent legal entity.
7. The organisational unit referred to in Article 3 (1b) cooperates in its activities with the organisational units listed in Article 3 (1a) with the aim of transferring research and development results into teaching activities. It also cooperates when carrying out its activities with Czech and foreign scientific and research bodies. It also cooperates with other institutions in the private and public sectors in order to provide socially relevant creative activities in basic, applied and contractual research.
8. The organisational unit referred to in Article 3 (1b) is headed by a Director appointed and dismissed by



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the Rector. The appointment and dismissal of a Director by the Rector of ERUNI is preceded by a granted consent by the Board of Directors. The Director's term of office is three years. The Director's position can be exercised repeatedly by the same person.

9. The Rector appoints a Director usually based on an open selection procedure from among respected scientific-research staff, especially from disciplines covering creative specialisations of their managed organisational units. A natural person without a criminal record, of legal age, with managerial experience and of the academic rank of professor or associate professor or the academic degree of doctor or their equivalent can become a Director. The Rector may take into account work at a recognised institution abroad or other experience from abroad when appointing a Director. With the approval of the Board of Directors, the Rector can waive the condition of achieving an academic qualification if the person concerned is a university-educated person with managerial experience in science and research management. A Deputy Director may also be appointed at the same time as the Director. The provisions applied to the Director shall be proportionately applied to Deputy Directors.
10. The organisational unit referred to in Article 3 (1c) provides other activities which are not carried out by the organisational units referred to in Article 3 (1a) and (1b) or which have a university-wide scope. Such organisational unit is not an independent legal entity. The organisational unit is headed by a Manager. A Manager is appointed and dismissed by the Rector. A Deputy Manager may also be appointed or dismissed at the same time as the Manager.
11. The organisational unit referred to in Article 3 (1d) participates in attaining the objectives defined in Article 2. Its activities are governed by its own founding documents, which are not ERUNI's internal regulations.
12. If a dispute arises between Vice-Rectors, Deans, Vice-Deans, Directors, Managers, their deputies or other persons in matters concerning the rights and obligations of the organisational units, the competence to make a decision in such dispute belongs to the Rector. The Rector's fundamental decisions pursuant to this paragraph are subject to approval by the Board of Directors.



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Section Four **ERUNI's self-governing bodies**

Art. 5

The ERUNI's self-governing bodies are as follows:

- a) Rector,
- b) Vice-Rectors,
- c) Scientific Board,
- d) Internal Evaluation Board,
- e) Disciplinary Committee.

Art. 6

Rector

1. The Rector is appointed and dismissed by the Board of Directors. The Rector of ERUNI is appointed to the position for an indefinite period.
2. A natural person without a criminal record, of legal age and having reached the academic rank of professor or associate professor or the academic degree of doctor or their equivalent can become a Rector.
3. The Rector in particular:
 - a) ensures the ERUNI's educational, creative and other activities as defined in the scope of the provisions of Article 2,
 - b) ensures the selection of the ERUNI's academic and other staff in accordance with Article 13,
 - c) appoints and dismisses Vice-Rectors,
 - d) appoints and dismisses Deans, Vice-Deans, Directors and their deputies, Managers and representatives of other university bodies under the conditions laid down in Article 4,
 - e) appoints and dismisses the members of the Scientific Board, the Subject Area Board of the Doctoral Study Programme, the Internal Evaluation Board and the Disciplinary Committee,
 - f) approves the Strategic Plan for the ERUNI's educational and creative activities,
 - g) supervises over the compliance with the conditions and the teaching quality, ensures accreditation



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and approves the study programmes of the ERUNI,

- h) decides on admissions to studies at the ERUNI and their termination,
 - i) decides on the amount of tuition fees, study-related fees and scholarship grants as per Art. 19,
 - j) organises the academic year,
 - k) signs university diplomas and diploma supplements,
 - l) presides the official matriculation and graduation.
4. The Rector's legal representative is the Director. If the Director and the Rector are the same person, the Rector's legal representative is the Vice-Rector appointed by the Rector. The legal representative represents the Rector of ERUNI in the matters defined in Paragraph 3 in their absence.



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Art. 7

Vice-Rectors

1. The Vice-Rectors of ERUNI are appointed and dismissed by the Rector after the Board of Directors has given its opinion. The Vice-Rector of ERUNI has a term of office of three years. The Vice-Rector's position can be exercised repeatedly by the same person.
2. The Rector appoints a Vice-Rector usually based on an open selection procedure from among respected academic or scientific-research staff, especially from disciplines covering the ERUNI's creative specialisations. A natural person without a criminal record, of legal age, with managerial experience and of the academic rank of professor or associate professor or the academic degree of doctor or their equivalent can become a Vice-Rector. The Rector may take into account work at a recognised institution abroad or other experience from abroad when appointing a Vice-Rector.
3. The Vice-Rectors of ERUNI are responsible to the Rector for their activities in the areas assigned to them by the Rector. The number of Vice-Rectors and their duties are determined by the Rector after approval by the Board of Directors.
4. The Vice-Rectors in their assigned areas of activity act on behalf of the ERUNI in administrative matters, and they act in management and other relationships within the scope of their duties.
5. The Vice-Rectors deputise one another by the Rector's decision.

Art. 8

Scientific Board

1. The Members of the Scientific Board are appointed and dismissed by the Rector of ERUNI. When appointing the members, care is taken to choose important representatives of disciplines in which the ERUNI carries out its activities, in particular the professionally respected representatives of other significant scientific, research and other institutions.
2. At least one third of the Scientific Board is comprised of external members.



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3. The Rector appoints the Members of the Scientific Board for a fixed period. The term of office of a Member of the Scientific Board is three years. The same person can be a Member of the Scientific Board repeatedly.
4. The Scientific Board is chaired by the Rector of ERUNI or a person appointed by the Rector from among the Members of the Scientific Board.
5. The Scientific Board meets at least twice a year.
6. The Scientific Board discusses the Rector's proposal to award honorary doctorates "Doctor honoris causa" (abbreviated as 'Dr.hc' given after the name) to personalities who have made a significant contribution to the development of science, education or culture or otherwise to the benefit of society. The Rector can determine the details by decree.
7. The competence of the Scientific Board and the details of its proceedings are governed by the Rules of Procedure of the Scientific Board of the European Research University, which is the ERUNI's internal regulation. The scope of competence of the Scientific Board particularly includes the following proceedings:
 - a) Strategic Plan for educational and creative activities of the European Research University,
 - b) study programmes which are effectuated at the ERUNI,
 - c) plans for the accreditation of study programmes,
 - d) matters entrusted to it by other internal rules of the ERUNI,
 - e) urgent queries concerning the educational and scientific or any other creative activities of the ERUNI,
 - f) queries submitted by the Chairman or the Members of the ERUNI Scientific Board.

Art. 9

Internal Evaluation Board

1. The Members of the Internal Evaluation Board are appointed and dismissed by the Rector of ERUNI. The Chairman of the Internal Evaluation Board is the Rector of ERUNI or a person appointed by them from



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among the Members of the Internal Evaluation Board.

2. The Rector appoints the Members of the Internal Evaluation Board for a fixed period. The term of office of a Member of the Internal Evaluation Board is three years. The same person can be a Member of the Internal Evaluation Board repeatedly.
3. The Internal Evaluation Board is composed of at least six Members. The Rector appoints the members of the Internal Evaluation Board from among the academic staff of the ERUNI, who are usually professors or associate professors at the ERUNI. One member of the Internal Evaluation Board is appointed from among the ERUNI students.
4. The competence of the Internal Evaluation Board and the details of its proceedings are governed by the Rules of Procedure of the Internal Evaluation Board of the European Research University, which is the ERUNI's internal regulation. The Internal Evaluation Board does in particular the following:
 - a) governs the process of internal evaluation of educational, creative and other related activities,
 - a) discusses the Strategic Plan for Educational and Creative Activities of the European Research University,
 - c) approves evaluation reports on study programmes,
 - d) approves evaluation reports on creative activities,
 - e) approves evaluation reports on related activities, i.e. activities which support educational and creative activities,
 - f) processes the internal evaluation report and its addenda,
 - g) approves the intention to submit the request for accreditation, accreditation extension or accreditation revalidation of study programmes to the National Accreditation Office for Higher Education.

Art. 10

Disciplinary Committee

1. The Members of the Disciplinary Committee are appointed and dismissed by the Rector of ERUNI. The Chairman of the Disciplinary Committee is appointed and dismissed by the Members of the Disciplinary



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Committee. The term of office of a Member of the Disciplinary Committee is three years. The same person can be a Member of the Disciplinary Committee repeatedly.

2. The Disciplinary Committee is composed of four members, a half of which are students of the ERUNI.
3. The competence of the Disciplinary Committee and the details of its proceedings are governed by the Disciplinary Procedure of the European Research University, which is the ERUNI's internal regulation.

Art. 11

Rector's Collegium

The Rector's Collegium is the Rector's advisory body. The members of the Rector's Collegium are appointed and dismissed by the Rector of ERUNI. Vice-Rectors, Deans, Vice-Deans, Directors and the heads of other university bodies or their deputies or any other members of the academia and guests invited by the Rector may become members of the Rector's Collegium.

Section Five

Admission to studies and the studies at the ERUNI

Art. 12

1. Admission to studies, the studies and completion of studies are governed by the Higher Education Act, the Admission Procedure of the European Research University and the Study and Examination Rules of the European Research University.
2. The admission rules, especially the admission requirements for studies in a study programme, the number of admitted students and the organisation of the admission procedure to all types of study programmes for the respective academic year are announced by the Rector of ERUNI.
3. Admission to studies in a study programme is decided by the Rector of ERUNI.
4. The condition for starting the admission procedure is the submission of the application to study in a study



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programme under the conditions announced by the Rector and in accordance with Art. 50 of the Higher Education Act.

5. As defined in the provisions of Art. 51 (1) of the Higher Education Act, the right to study arises to students who have properly submitted their applications, met the conditions pursuant to Art. 48 of the Higher Education Act, successfully completed the entrance examination, if it is stipulated, passed the admission procedure and been accepted to studies at the ERUNI. Accepted applicants become ERUNI students on the day of enrolment.
6. The studies at the ERUNI are divided into semesters, which consist of tuition periods, examination periods and holidays. The detailed organisation of the academic year, including the dates of examination period, is announced by the Rector of ERUNI through the Decree on the Academic Year Schedule.
7. The rights and obligations of the ERUNI students are governed in particular by the Higher Education Act, the ERUNI's internal regulations and other internal standards and the study contract that students conclude with the ERUNI.
8. Communication with applicants and students is provided by the ERUNI Registrar's Office or the ERUNI International Office.
9. In accordance with the law, the ERUNI issues the following proofs of studies:
 - a) Student Card,
 - b) Statement of Study,
 - c) Academic Diploma,
 - d) Certificate of Passed Examinations,
 - e) Student Certificate,
 - f) Diploma Supplement.

Article 12a

Delivery of documents to applicants and students

1. Documents are delivered in the admission procedure and the procedure on the rights and obligations of students in accordance with the Administrative Code and the Higher Education Act.



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2. The decision issued in the proceedings pursuant to Art. 50 of the Higher Education Act, which granted an applicant their application for admission to studies, is delivered via the ERUNI electronic information system, if the applicant has previously agreed to such method of delivering the application for studies.
3. The decisions in matters referred to in Art. 68 (1a), (1b) and (1d) of the Higher Education Act that grant students their applications, and the decisions in matters referred to in Art. 68 (1e) of the Higher Education Act are delivered to students via the ERUNI electronic information system.

Section Six

Members of the academia and the academic staff

Art. 13

1. The academic staff and the students of the ERUNI comprise together the academia of the ERUNI.
2. Study applicants become the members of the academia of the ERUNI on the day of enrolment, and they remain so for the duration of their studies, except for the periods during which their studies are interrupted.
3. The rights of the members of the academia are governed by the provisions of Art. 4 of the Higher Education Act. Within the meaning of the law, the members of the academia have the following freedoms in particular:
 - a) freedom of science, research, artistic creation and publishing of one's results,
 - b) freedom of tuition that consists mainly in its openness to various scientific opinions, scientific and research methods and artistic directions,
 - c) right to learn under the free choice of study specialisation within study programmes, and the freedom to express one's own opinions during classes,
 - d) right to use academic insignia and hold academic ceremonies.
4. Pursuant to Art. 70 (1) of the Higher Education Act, the academic staff of the ERUNI are professors,



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associate professors, professors extraordinary, assistant professors, assistants, lecturers and scientific, research and development staff who are employees of the university performing both educational and creative activities in an employment relationship under their agreed type of work. The academic staff are obliged to take care of the ERUNI's good reputation.

5. As defined in the provisions of Art. 70 (5) of the Higher Education Act, lecturing may be participated also by experts who perform their activities outside employment, i.e. based on agreements on work outside an employment relationship.
6. The selection of the academic and other staff is the responsibility of the Rector of ERUNI, or a Vice-Rector, a Dean or another person authorised by the Rector, so that the selection of the staff be in accordance with applicable legal regulations, conditions of accreditation, creative and other activities of the ERUNI. The Director of ERUNI performs their duties at the labour and legal level in the manner prescribed by the ERUNI's Statutes.

Section Seven **ERUNI's activities**

Art. 14

1. The ERUNI performs educational, scientific, research and other creative activities within its accredited study programmes as defined in the Higher Education Act and in its internal rules.
2. Educational activities take place within the framework of accredited study programmes realised at the level of the ERUNI or one of the organisational units listed in Article 3 (1a).
3. The organisation and proceedings of the educational activities are governed by the Higher Education Act.
4. The ERUNI ensures that the education of students with special educational needs (hereinafter referred to as 'SEN') is implemented in an appropriate manner. This includes, in particular, SEN diagnostics and the



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design of supporting, balancing and other measures.

5. Scientific and research activities are carried out as part of the activities performed by the academic staff. The academic staff carry out research activities at their workplaces and in cooperation with other accredited academic or research bodies in the Czech Republic and abroad.
6. The academic staff contribute to the ERUNI's publishing activities and participate in scientific conferences within their fields and specialisations. The research results are published in journals, issues published by the ERUNI as part of its publishing activities or in the collections of scientific conferences, and they are appropriately transferred into classrooms in accredited study programmes and lifelong learning programmes.
7. The ERUNI supports the professional development of its academic staff and creates conditions for the promotion of science and research.
8. The ERUNI's publishing activities include the professional publications of the academic staff for the purpose of educating the students of the ERUNI as well as disseminating the results of scientific and other creative activities that take place at the ERUNI. The revenues from the publishing activities are used to further develop science and research at the ERUNI.
9. The ERUNI provides librarian and other information services.

Section Eight

Evaluation and the development strategy

Art. 15

1. The fundamental tool for directing the ERUNI is the 'Strategic Plan for Educational and Creative Activities of the European Research University'. (hereinafter referred to as the 'Strategic Plan').
2. The Strategic Plan establishes the strategic goals of the ERUNI in defined priority areas as well as the



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proposed measures and indicators to achieve the established goals.

3. In accordance with the Standards and Procedures for the Assurance and Internal Evaluation of the Quality of Educational, Creative and Other Related Activities of the European Research University, the Rector of ERUNI or a Vice-Rector authorised by them issues a self-assessment report that summarises the results of the quality evaluation process. Compliance with the development concept set in the Strategic Plan is monitored based on these results.

Section Nine **Funding of the ERUNI**

Art. 16

1. The ERUNI is financed mainly from the following sources:
 - a) study-related fees,
 - b) other revenues from the main income activity and revenues from secondary income activities,
 - c) subsidies,
 - d) founder's contributions,
 - e) gifts.
2. The ERUNI draws up a budget for each calendar or business year and manages its activities accordingly. The annual management activities include the regular financial statement as well.
3. The Director of ERUNI is responsible for drawing up the regular financial statement and for drawing up the ERUNI's budget.
4. The ERUNI's revenues can be used mainly for a purpose that is in accordance with the subject of activity defined in the Statutes of the ERUNI.



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Section Ten

Rules governing the ERUNI's activities

Art. 17

1. The ERUNI's activities are governed mainly by the Higher Education Act and the ERUNI's internal rules.
2. The ERUNI issues the following types of internal rules and standards:
 - a) internal rules as defined in Art. 17 and Art. 41 of the Higher Education Act that are subject to the registration by the ministry,
 - b) other internal standards which are in particular the Rector's decrees and also the internal regulations of the organisational units listed in Article 3.
3. Other ERUNI's internal standards specify in more detail the internal regulations under Paragraph 2a and specify their provisions for the relevant academic year.
4. In cases where the internal regulations or other internal standards determine the length of the term of office of the ERUNI's self-governing bodies or their members, the Rector may, in justified and individual cases, obligatorily set a different length of the term of office, as long as it does not contradict the Higher Education Act. They may also limit the number of terms of office.
5. The Rector can establish the conditions for the incompatibility of positions by decree.
6. In justified cases and in accordance with the Higher Education Act, the Board of Directors may establish an exception to the provisions regulating the conditions for the exercise of duties by job positions listed in these Statutes.



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Section Eleven **Study-related fees**

Art. 18

1. Studies at the ERUNI may be charged. The study-related fees and the organisation of collecting them (hereinafter referred to as the 'tuition fees') are governed by the Fees and Tuition Fees Regulation of the European Research University.
2. The amount of tuition fees for accredited study programmes of the ERUNI is established annually and issued through the Rector's Decree on Fees and Tuition Fees for the relevant academic year.
3. Enrolled students are obliged to pay the tuition fees, if it is established in accordance with the conditions set in the Fees and Tuition Fees Regulation of the European Research University and the relevant decree of the Rector of ERUNI.
4. The tuition fees may be individually reduced by the decision of the Rector of ERUNI due to serious reasons on the part of a student. Students are not legally entitled to reduced tuition fees, and each case is assessed by the Rector of ERUNI individually, based on the student's request and submitted documents.
5. Further study-related fees such as administration fees for issuing a student certificate as well as other administrative operations are established in the Rector's relevant decree and published on the notice-board of the ERUNI and in the public section of the ERUNI's websites.

Section Twelve **Scholarships**

Art. 19

The university awards scholarships to students in accordance with the provisions of Art. 91 of the Higher Education Act, the Scholarship Rules of the European Research University and the relevant decree of the Rector of ERUNI on the scholarship amount for the relevant academic year.



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Section Thirteen Insignia and academic ceremonies

Art. 20

1. The academic insignia of the ERUNI express academic traditions. They are used at major academic events and academic ceremonies, which particularly include:
 - a) official matriculation,
 - b) official graduation after the completion of studies.
2. Students take the matriculation oath during the official matriculation in the following wording: "I solemnly promise that, as a student of the European Research University, I will conscientiously fulfil my study obligations and will take care of the good name and reputation of the university during my studies."
3. Graduating students take the graduation oath during the official graduation in the following wording: "I solemnly promise that even after completing my studies, I will continue to develop my gained knowledge to the benefit of education and scientific knowledge. I will have respect for the principles of humanism and democracy, and I will take care of the good name and reputation of the European Research University, where I have received my academic education."
4. The ERUNI insignia include:
 - a) Rector's Sceptre,
 - b) Rector's Chain.
5. The Rector's Sceptre and Chain are used in particular during the ceremonies listed in Paragraph 1, in which the Rector of ERUNI, or a Vice-Rector on their behalf or any other person authorised by the Rector, participates. The Rector, or a Vice-Rector acting on their behalf, is accompanied by their Beadle carrying the Rector's Sceptre.
6. The ERUNI insignia are the ERUNI's property and must be protected as such. They are stored together with their related documents at an appropriate place designated by the ERUNI's Board of Directors.



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Section Fourteen

Final provisions

Art. 21

1. These Statutes were approved by the Board of Directors on 22 September 2023.
2. These Statutes supersede the Statutes of the PRIGO University registered by the Ministry of Education, Youth and Sports on 31 January 2022 under File No. MSMT-2596/2022-1.
3. In compliance with Art. 36 (4) and Art. 41 (2) of the Higher Education Act, these Statutes come into force on the day of registration by the Ministry of Education, Youth and Sports and into effect on the day following the day of registration.

On behalf of the Board of Directors on 22 September 2023

JUDr. Pavel PETR, Ph.D., LL.M.