

## ERASMUS POLICY STATEMENT

The Institute of Human Genetics, Polish Academy of Sciences is HEI providing research learning and training opportunities and contributes to the development of the European Community as an advanced knowledge-based society.

The mobility and international cooperation is the central element of our policy, therefore we:

- develop cooperation with partners in other Programme and Partner countries in the framework of a clear strategy; -promote and support student and staff mobility, including from underrepresented groups, and further develop non-discrimination policies;
- outline a clear policy towards the development of integrated, transnational teaching activities;
- recognise the importance of, and provide visibility to, the results achieved by our PhD students and staff members engaged in individual mobility or in cooperation projects with strategic partners;
- take into account the results of internal monitoring of European and international mobility and cooperation activities to date, thus further developing our international performance.

The Institute will make every effort to be able to participate in all Actions offered by the Programme, thereby building high-quality international cooperation and developing the internationalization.

The cooperation will be conducted on the basis of following fundamental principles:

- respect in full the principles of non-discrimination set out in the Programme and ensure equal access and opportunities to mobile participants from all backgrounds;
- ensure full recognition for satisfactorily completed activities of study mobility and, where possible, traineeships in terms of credits awarded (ECTS);
- ensure the inclusion of satisfactorily completed study and/or traineeship mobility activities in the final record of student achievements;
- charge no fees, in the case of credit mobility, to incoming mobile students for tuition, registration, examinations or access to laboratory and library facilities;
- to ensure high quality in academic cooperation and full accessibility our institute will carry out activities only within the framework of prior agreements between Institutions. These inter-institutional agreements will be based on a comprehensive understanding of the partner institution, compatibility of academic profiles (level/standards considered adequate for mobility activities) and a relationship of trust.

The Institute searches partners among HEISs, research institutions, enterprises and other institutions interested in cooperation for education and training. Selection of partners is held due diligence, to ensure that established partnerships are going to be long- term active and ensure balance struck between academic interests and other factors.

The agreements identify shared quality requirements specific to the planned exchanges as well as basic time-lines required in management of exchange and projects. The partnerships will be monitored and updated. Within the Programme the Institute will continue fruitful cooperation with previous partners (over 30 now) and will establish new cooperation in all geographical areas (Programme and Partner countries). Due to previous experience and trends in international cooperation, the main areas of institute's activity will be: Programme countries, Easter Partnership countries, Asia and USA). Partners will be selected based on research programme, experience and unique infrastructure.

The activities concerning learning and training are dedicated to the following target groups:

- PhD students, who want to study, train abroad and take part in international projects in order to develop their personal skills, scientific careers, that can increase their professional development and job prospects.
- Academic staff/researchers from different scientific areas as well as non-academic staff of the institute. The participation in the Programme will contribute to development of the participants' professional skills (for. e.g. didactic, research management, communication) but also in general of all human resources of the institute.

The IHG PAS will respect the principles of non — discrimination set out in the Programme, ensure equal access and opportunities to mobile participants and act in accordance to the Charter of Fundamental Rights of the European Union. The institute provides for mobile participants, in particular for students and staff with special needs and disabilities, necessary assistant, counselling, tutoring, integrating and preparation activities. We will actively promote mobility to disadvantaged groups. Support will be offered before, during and after the mobility.

The institute will undertake joint study and training initiatives for PhD students within international consortiums. The Participation in transnational teaching activities will increase quality of young scientists' education, number of foreign students and academic staff and will impact to attractiveness of the institute worldwide.

The institute supports the development of projects in which students and staff are involved. Supported will be activities leading to: the development of curricula and training of young scientists, in particular education in foreign languages, development of professional and personal skills of the participants, cooperation within the knowledge alliances and sector skills alliances as well as projects focused of capacity building and networks and policy support measures. The institute will build partnerships in projects with existing partners, which are already well known but also will search for new partners form EU and non EU countries (educational institutions, research organizations, businesses, local and regional authorities and NGOS, etc.) to run international projects. The institute will promote founding opportunities and good practices as well as results of the projects. There will be provided supporting actions for students and staff involved (searching partners, administrative,

financial and organizational support, counselling ect.). The institute engages own infrastructure (educational, research and administrative), human and financial resources to run international projects. The participation of the institute in international projects will lead to the development of curricula according to needs of the European market, innovative practices in education, training and young researchers activities, promoting employability, creativity and entrepreneurship.

The institute undertakes to contribute to the renewed European Union agenda for higher education. Strategy and development activities undertaken by the institute are accordant to the Priorities of the agenda:

1. Tackling skills mismatches and promoting excellence in skills development. The aim of the institute is to increase quality of education, research and cooperation with international and economic environment. The activities aims to attract talents and young people interested in medical sciences to study and develop their scientific carries in the Institute. Increasing number of mobile students and staff, foreign degree students and number of programmes thought in foreign languages as well as international projects will tribute to this goal. The activities undertaken under the Erasmus+ Programme will impact on participants leading to acquire advanced transversal skills and key competences (high level digital competences, numeracy, autonomy, critical thinking and a capacity for problem-solving), will allow them to thrive and compete in European and global market and succeed in high-skill occupations, in academia, private sector and elsewhere. The cooperation within Programme will encourage changes and improvements in curricula, especially through implementation of digital technology and cooperation with employers. Having a highly skilled researchers is also an important issue for the Institute due to the fact that the staff teach and trains future generations of scientists.
2. Building inclusive and connected higher education systems. The IHG PAS actions aim to ensure that higher education is inclusive and open to talent from all backgrounds. The source of this actions is HR strategy implemented under 'HR Excellence in Research' awarded by the Institute. The systematic cooperation (mobility and international projects) within the Programme with other HEIs and stakeholders will help to prepare and guide PhD students based on their talent not their background, and provide flexible pathways between the different types of education and training. It is a rule that adequate career guidance and mentoring provided by institute's staff are crucial to develop human resources in the institution.
3. Ensuring higher education institutions contribute to innovation.

The IHG PAS contributes to the regional and national strategies carrying research and teaching within areas recognised as national and regional key smart specialisations. The Programme actions, especially training mobility and international projects such as knowledge alliances or strategic partnerships will lead to the strengthen knowledge triangle - linking academia, research and business. It is also a great opportunity for institute' s departments to develop transfer of knowledge and innovation from the laboratory to the business driving economic development and competitiveness of the region and the country in key areas. Erasmus projects aimed at development of

doctoral training and PhD study programmes will help to train researchers - innovation managers, ' who drive scientific discovery and the promotion of new ideas and application of knowledge. Highly qualified researchers, successful international cooperation and application of research are crucial to become a centre of research excellence.

4. Supporting effective and efficient higher education systems.

The Programme enables the diversification of the funding system of the institute. Participation in the programme gives greater freedom to manage the Institute's resources and efficiency in the allocation of resources for strategic purposes. The financial support encourages to focus efforts on individual strengths, concentrate different resources to develop cooperation with HEF'Ss, research-based teaching and support interdisciplinary education and bring innovation into teaching programmes.

Institute' s participation in the Erasmus+ Programme contributes to achieving the following goals of the European Education Area:

- higher education diplomas should be recognized across the EU;
- knowing two languages in addition to one's mother tongue should become the norm;
- everyone should be able to access high quality education, irrespective of their socio-economic background; and
- people should have a strong sense of their identity as Europeans, of Europe's cultural heritage and its diversity.