



TOMORI PÁL COLLEGE

**REGULATIONS ON THE PROCEDURE FOR THE AD-
JUDICATING STUDENT DISCIPLINARY AND COM-
PENSATION CASES**

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The Senate of Tomori Pál College (hereinafter referred to as the College) establishes the „Regulations on the Procedure for the Adjudicating Student Disciplinary and Compensation Cases” of the College (hereinafter: HFKESz.) as follows.

I. GENERAL PROVISIONS

1. § List of relevant legislation

- (1) Act CCIV of 2011 on National Higher Education (Nftv.),
- (2) Act V of 2013 on the Civil Code (hereinafter referred to as the Civil Code),
- (3) 87/2015 (IV.9.) Government Decree on the Implementation of Certain Provisions of Act CCIV of 2011 on National Higher Education.

2. § Scope of the policy

- (1) The scope of the regulations extends to all students of the College, regardless of their participation in the form of education.
- (2) The scope of the regulations covers disciplinary cases due to misconduct committed in the framework of training at the College, within the framework of practical training, and in the dormitory, as well as to cases of compensation for damages caused by the student to the College or by the College to the student in these places.

II. STUDENT DISCIPLINARY AND COMPENSATION PROCEEDINGS

3. § Disciplinary liability of the student

- (1) It is the student's duty to respect the traditions of the educational institution and the human dignity of the institution's employees, fellow students, or peers admitted or accepted into the institution.
- (2) The student is liable for disciplinary liability if he/she violates his/her duties culpably and seriously (disciplinary offence).
- (3) In particular, the disciplinary liability of the student may be established if he/she violates his/her obligations set out in the Act on National Higher Education and his implementing decrees, as well as in the regulations of the College, either by action or omission.
- (4) The disciplinary liability of the student shall be declared in a written disciplinary decision on the basis of the disciplinary procedure under these regulations.

Disciplinary responsibility is not affected by the student's academic performance.

4. § Disciplinary penalties

- (1) For committing a disciplinary offence, the student may be given the following disciplinary sanctions in a disciplinary decision (in ascending order of the severity of the disciplinary sanctions):
 - a) verbal reprimand,
 - b) Reprimand
 - c) severe reprimand,

- d) reducing or withdrawing the benefits and benefits specified in the „Regulation on Student Fees and Benefits”,
- e) a ban from continuing studies for a fixed period of time – a maximum of two academic semesters,
- f) expulsion from the College.

(2) In the case of a reprimand and a severe reprimand, the person exercising disciplinary powers shall establish the commission of the disciplinary offence in a written disciplinary decision, prohibit the student committing the disciplinary offence from further violation, draw his attention to the correct behaviour to be followed, and warn him that in the event of committing a new disciplinary offence, a more severe disciplinary punishment may be imposed. A reprimand and a severe reprimand may be imposed in addition to any other disciplinary sanction. The imposition of a severe reprimand is not conditional on the prior reprimand of the student. In the case of a verbal reprimand, the person exercising disciplinary authority shall verbally inform the student of the commission of the disciplinary offence, prohibit the student from further violation, draw his attention to the correct conduct to be followed, and warn him that in the event of committing a new disciplinary offence, a more severe disciplinary punishment may be imposed.

(3) The chosen disciplinary punishment must be adapted to the gravity, consequences and repetition of the act committed by the student.

(4) The duration of the penalty for the reduction or withdrawal of benefits and benefits may not exceed six months. Social scholarship or social support cannot be withdrawn as a disciplinary punishment.

(5) The period of the ban on continuing studies may be up to two academic semesters. During the period of the ban, the benefits and benefits related to the student status shall be withdrawn from the student. During the period of the ban, the student status is suspended.

(6) The penalty of exclusion goes hand in hand with the withdrawal of benefits and benefits related to the student status.

(7) In the case of a disciplinary offence committed in a dormitory, no punishment may be imposed for the prohibition of continuing studies. In the case of a disciplinary offence committed in a dormitory, expulsion from the College may be applied instead of punishment, expulsion from the dormitory.

(8) When determining the disciplinary punishment, all the circumstances of the act must be taken into account, in particular the circle of those who have suffered injury, the consequences, the repetition of the unlawful conduct, and the gravity of the act committed.

5. § Principles of disciplinary proceedings

(1) The listener is entitled to the presumption of innocence. The commission of a disciplinary offence must be proved by the person exercising disciplinary powers.

(2) It is the duty of the person exercising disciplinary power to thoroughly clarify the facts, to establish them truthfully, and to take into account the circumstances aggravating and mitigating disciplinary liability.

(3) Any means of proof and evidence that may be suitable for establishing the facts may be used in disciplinary proceedings. In disciplinary proceedings, the means of proof are, in particular, witness testimony, expert opinion, material evidence, documents and



statements made by the student. Persons contacted by the person exercising disciplinary powers are obliged to cooperate in the evidence.

(4) The student is entitled to the right of representation. The student may be represented in the disciplinary proceedings by any person with active legal capacity authorised in writing on the basis of the rules of authorisation under the Civil Code.

(5) The student has the right to defend himself, which he can exercise both personally and through his representative.

(6) The student has the right to legal remedy in accordance with the provisions of the law and the college regulations.

(7) A notification, summons or other document addressed to the student shall be deemed to have been served if its receipt can be proved by a document.

(8) Documents sent by post are deemed to have been served on the day of the attempted delivery if the addressee has refused to accept them. If service was unsuccessful because the addressee did not collect the document (the document is returned as "not wanted"), the document is deemed to have been served on the fifth working day following the date of the second attempted postal service.

(9) In the case of personal service, the document shall be deemed to have been served on the day of personal receipt if the document was received in person by the student and the receipt was certified by his signature. If the student has refused to accept the document in person with an oral statement and the server has made a written note about it, the document shall be deemed to have been served on the day of the attempted personal service.

(10) The disciplinary hearing is oral and public. Publicity may be excluded due to the nature of the disciplinary case, the preservation of the order of the trial, or for moral reasons. The disciplinary decision must be announced publicly even if the public has otherwise been excluded from the hearing.

(11) The student has the right not to have the assessment of his or her disciplinary case unduly delayed. Disciplinary proceedings shall be completed within one month of the disciplinary proceedings being ordered, unless the disciplinary proceedings are suspended.

6. § Initiation of disciplinary proceedings at first instance

(1) The initiation of disciplinary proceedings in the first instance may be ordered by the **President** of the College ex officio or at the initiative of those involved in the disciplinary case.

(2) In the case of a disciplinary offence committed in a Dormitory, the initiation of disciplinary proceedings may be ordered by the Director of the Dormitory ex officio or at the initiative of those involved in the disciplinary case.

(3) If the offending student has initiated disciplinary proceedings, they must be initiated and conducted.

(4) Disciplinary proceedings may not be initiated if one month has passed since becoming aware of the disciplinary offence, or three months since the offence was committed, or five months in the case of a person pursuing studies under Act CCIV of 2011 on National Higher Education. For the purposes of these provisions, knowledge is when the **President** of the College or the Director of the Dormitory has become aware of the circumstance giving rise to the procedure.



(5) An exception to the rules set out in the previous paragraph are acts for which criminal proceedings are also initiated, if the limitation period for criminality is longer than three months.

(6) The student and his or her representative, as well as those involved in the case, shall be notified of the initiation of disciplinary proceedings, indicating the reason.

7. § The Disciplinary Committee at first instance

(1) Disciplinary powers at first instance are exercised by the Disciplinary Committee of the first instance (hereinafter referred to as the Committee). The Committee consists of six members, four of whom are appointed by the **President** from among the employees of the College, and two by the President of the Student Self-Government of the College from among the students of the College. The Commission shall elect its President and, in the event of the President's incapacity, its deputy.

(2) In the case of a disciplinary offence committed in a dormitory, the disciplinary committee of the first instance consists of 5 members. Its president is the director of the dormitory, and its members are the dormitory commissioner on behalf of the Student Self-Government and the three dormitory students invited by the director of the dormitory.

(3) The Commission has a quorum if more than **50% of its members + 1 person** are present.

(4) A person who is a relative of the student subject to the proceeding, or who is a witness or otherwise affected by the disciplinary case, may not participate in the Committee's proceedings.

(5) The concept of a relative is to be understood according to the definition of the Civil Code.

8. § Suspension of disciplinary proceedings

(1) If criminal proceedings are being conducted against a student subject to disciplinary proceedings in the same case, the disciplinary proceedings shall be suspended until their final conclusion.

(2) The committee may not make a disciplinary decision contrary to the final judgment in the criminal proceedings, in particular it may not declare the guilt or innocence of the student against the final judgment.

(3) If the student's participation in the disciplinary hearing is not possible for reasons beyond his or her own fault, the disciplinary proceedings shall be suspended until the obstacle is removed at the latest.

(4) The committee shall decide on the suspension of the procedure.

9. § The disciplinary hearing

(1) The disciplinary case is judged by the committee at a hearing. The student must be heard before the hearing is scheduled, and the student must be notified of the hearing at least 8 days before the hearing.

(2) There is no need to hold a hearing if the student admitted to committing a disciplinary offence at a preliminary hearing and no further evidence is required in the case. If the student disputes the commission of the misconduct charged against him or her at the hearing, or if the clarification of the facts otherwise justifies it, a hearing must be held.



(3) The disciplinary hearing shall be prepared, convened and chaired by the President of the Commission.

(4) The President's task is to observe and enforce the provisions of the rules and to maintain the order of the hearing.

(5) The President shall ensure that all parties to the proceedings are able to exercise their rights.

(6) The student and his or her representative must be summoned to the disciplinary hearing. The summons must be served on the student so that he or she receives it at least 8 days before the hearing. A disciplinary hearing may be held even if the student or the proxy has not appeared despite being summoned repeatedly.

(7) After the presentation of the documents of the disciplinary case, the Committee hears the student subject to the procedure, giving him the opportunity to explain his position and defence in detail. If disciplinary proceedings are conducted against several students in the same case, students who have not yet testified may not be present during the testimony.

(8) If the students subject to the procedure make statements that contradict each other in part or in full, the committee may also resolve the contradictions by confronting the students subject to the procedure.

(9) The student subject to the procedure has the right to refuse to testify.

(10) If the student subject to the proceedings admits to committing a disciplinary offence at the hearing and there is no doubt about the confession, further evidence may be dispensed with. If further evidence is required, the committee will hear the witness(s) and expert(s).

(11) At the beginning of his or her hearing, the witness must be asked whether he or she is interested in the case or is biased, he or she must be warned of his or her obligation to tell the truth, and of the criminal consequences of giving false testimony.

(12) A witness may refuse to testify if he or she accuses himself or herself of committing a disciplinary offence or a criminal offence, or if he or she is a relative of the student subject to the proceedings, or in all matters for which he or she is obliged to secrecy by law or under a civil legal relationship, unless he or she has been exempted from secrecy. The term „relative” shall be understood as defined in the Civil Code.

(13) During the hearing of a witness, a witness who has not yet been heard may not be present. If the testimony of a witness contradicts the defence of the student subject to the proceedings or the testimony of another witness, an attempt shall be made to clarify this – if necessary – by confrontation.

(14) An expert(s) may be requested in a disciplinary case if the clarification of the facts requires expertise that the members of the committee do not have. The rules of witness testimony shall apply to the examination of an expert.

(15) The student subject to the proceeding may make comments on the testimony and statement of the witness(s) and expert(s), may address questions to the witness(s) or expert(s), and may submit further motions for evidence during the proceedings. The president of the committee is obliged to ensure that these rights of the student are enforced.

(16) If the holding of a disciplinary hearing is prevented or the evidentiary proceedings cannot be conducted in full, a new hearing date must be set. After the evidentiary proceedings have been conducted, the disciplinary hearing is closed by the President of the Committee.

(17) A record of the disciplinary hearing must be prepared. The minutes shall indicate the subject matter of the case, the place and time of the meeting, the composition of the Committee, the names and roles of those present in the case, and the essence of the procedural acts and the content of what was said at the hearing shall be recorded. The minutes shall be signed by the chairman of the committee and two members present who are invited to authenticate.

10. § The disciplinary decision of the first instance

(1) After hearing the student (see § 9. [2]) or, after the closure of the disciplinary hearing, it decides on the disciplinary case in a closed session by a majority of votes. In the event of a tie, the vote of the President shall be decisive. The committee announces the disciplinary decision publicly.

(2) The committee may establish the commission of a disciplinary offence in the disciplinary decision and impose a disciplinary penalty or terminate the disciplinary proceedings.

(3) The decision establishing the commission of a disciplinary offence and imposing a disciplinary penalty shall contain the following

- a) the name of the person exercising disciplinary powers, the number and date of the decision,
- b) the name, address, NEPTUN code of the student subject to the procedure,
- c) the finding of the commission of a disciplinary offence,
- d) disciplinary punishment,
- e) information about the possibility of legal remedy,
- f) the reasons for the decision.

(4) The grounds of the disciplinary decision shall contain the following:

- a) the established facts,
- b) marking and evaluating all evidence,
- c) the reason for the rejection of the evidence proposed by the student,
- d) an explanation of which duty the student has violated and to what extent he is guilty of committing the crime,
- e) aggravating and mitigating circumstances taken into account in the imposition of the sentence,
- f) the provisions on which the decision is based.

(5) The reasoning of the disciplinary decision shall include all the evidence – taken into account and not taken into account – preferably in chronological order.

(6) The decision terminating the disciplinary proceedings shall contain the following

- a) the name of the person exercising disciplinary powers, the number and date of the decision,
- b) the name, address, NEPTUN code of the student subject to the procedure,
- c) a finding on the termination of the disciplinary proceedings,
- d) information about the possibility of legal remedy,

e) a brief justification for the termination of the disciplinary proceedings.

(7) The disciplinary decision must be made in writing within three working days of its announcement, except for an oral reprimand. The decision is promulgated and signed by the President of the Commission.

(8) The disciplinary decision shall be sent to the student subject to the proceeding and to the student's representative, as well as to the person to whom the decision contains a provision. The disciplinary decision shall be sent to the persons concerned, if necessary. The **President** shall be informed of the disciplinary decision.

(9) The promulgated decision of the Committee may not be changed, but the President of the Committee may correct errors not related to the merits of the decision (name change, incorrect name, numerical or calculation error, or other similar typographical errors) at any time.

11. § Legal remedy against a disciplinary decision

(1) The student subject to disciplinary proceedings or his/her representative, or the person in respect of whom the decision contains a provision, may lodge a legal remedy against the decision of the Committee within 15 days of the announcement of the decision or of becoming aware of the decision.

(2) There is no legal remedy procedure if the student has been heard to commit a disciplinary offence (see § 9. [1]) and a verbal reprimand and disciplinary punishment were imposed on him.

(3) The request for legal remedy must be submitted in writing at the **Rector's Office**.

12. § The legal remedy procedure

(1) The rules of the disciplinary procedure of the first instance shall be applied in the appeal procedure, with the exceptions set out in this section.

(2) In disciplinary cases, a three-member committee (hereinafter referred to as the „Disciplinary Committee of the Second Instance“) proceeds at second instance. The members of the second-instance disciplinary committee are the Vice Rector for Education and the Vice Rector for Science of the College, as well as the President of the Student Self-Government. The members of the committee are invited by the **President**.

(3) The person who made the disciplinary decision at first instance or a close relative of such a person may not be a member of the disciplinary committee of the second instance. A person who cannot be expected to assess the case objectively may also not be a member of the second-instance disciplinary committee.

(4) The concept of a close relative is to be understood according to the definition of the Civil Code.

(5) In the course of the appeal procedure, the Disciplinary Committee of the second instance may re-examine the participants of the first-instance proceedings, obtain new evidence, or hear new witnesses and experts.

(6) The Disciplinary Committee of the second instance may use the evidence and documents obtained in the proceedings of the first instance as evidence, but it shall not be bound by the decision of the Disciplinary Committee of the first instance or the minutes of the hearing when considering them.

(7) At least one disciplinary hearing must be held in the appeal procedure.



(8) During the appeal procedure, the student must be heard at least once. If the student or his/her proxy fails to appear at the meeting of the disciplinary committee of the second instance despite repeated and regular notification, his/her personal hearing may be waived. The student or his/her proxy may also submit his/her comments in writing, requesting that his/her personal hearing be waived.

(9) The decision made in the appeal procedure must be included in a written decision in accordance with the general rules of disciplinary proceedings. In the operative part of the decision, the student must be informed that he or she may request a judicial review of the decision made by the assessor of the application for legal remedy within thirty days of its notification, with reference to a violation of the law or the provisions relating to student status. An action in court must be filed with the **Rector's Office** of the College or with the competent and competent court. If the action is filed with the **Rector's Office**, the **President** of the College will forward it and the documents generated in the case to the competent and competent court within 8 days.

(10) The Disciplinary Committee of the second instance may reject the appeal and uphold the decision of the first instance, or uphold the decision of the first instance by granting the appeal request, it may amend the disciplinary decision of the first instance in whole or in part, either in its operative part or in its reasoning.

(11) Exceptionally, in particular if the Disciplinary Committee of the first instance has handled the evidence negligently, or has significantly violated the rules of the procedure, or there has been some other serious irregularity due to which the moral damage caused by the disciplinary decision of the first instance cannot be remedied by changing it, the Disciplinary Committee of the second instance may also decide to annul the disciplinary decision of the first instance and to invite the disciplinary committee of the first instance to conduct new disciplinary proceedings. The Disciplinary Committee of the second instance may prescribe in its decision the principles for conducting a new procedure.

13. § Enforcement of the disciplinary decision

(1) Only a final disciplinary decision may be enforced. A disciplinary decision is final if no legal remedy has been lodged against it within the time limit or if the persons entitled to legal remedy have waived their right to legal remedy in writing. The oral reprimand and the decision of the second instance become final upon notification.

(2) If the student requests a judicial review of the decision on legal remedy, the disciplinary decision cannot be enforced until the relevant court decision becomes final.

(3) The date on which the disciplinary decision becomes final is determined by the chairman of the committee that made the final decision, and adds it as a clause to the disciplinary decision, and then ensures that the final disciplinary decision is received by all organisational units of the College involved in the enforcement.

(4) The disciplinary decision may only be sent to organisational units not involved in the enforcement or to a third party for whom the decision does not contain a provision if the College is obliged to do so by law or if the student (former student) consents to it in writing.

14. § Exemption from adverse legal consequences related to disciplinary punishment

(1) The student is exempt from the adverse legal consequences related to disciplinary punishment

- a) in the case of a reprimand and a severe reprimand when the disciplinary decision becomes final,
- b) reduction or withdrawal of benefits and allowances in the case of a penalty at the end of the period of reduction or withdrawal, or when the decision granting the application for exemption becomes final,
- c) prohibition on continuing studies in the case of a punishment at the end of the period of the prohibition or when the decision granting the application for exemption becomes final,
- d) in the event of exclusion, upon the entry into force of the decision granting the request for exemption.

15. § Discharge procedure

- (1) The student may request the committee of the first instance to be exempted from the disciplinary punishment imposed in a written, reasoned submission submitted before the expiry of the disciplinary penalty. The petition must be submitted to the **Rector's Office**.
- (2) The committee proceeding at first instance shall decide on the application for exemption within fifteen days of the submission of the application, if necessary by hearing the student in person. When assessing the application for exemption, the reasons presented by the student, circumstances deserving special appreciation, the student's conduct since the disciplinary punishment became final, and the student's efforts to remedy and rectify the consequences of the disciplinary offence must be taken into account.
- (3) The committee of first instance decides on the application for exemption in writing and in a reasoned decision.
- (4) The decision of the Disciplinary Committee of the first instance may be appealed in accordance with the general rules of disciplinary proceedings.
- (5) The student affected by the exemption, or his/her representative, or the person in respect of whom the decision contains a provision, may file a legal remedy against the decision of the committee within 15 days of the announcement of the decision or of becoming aware of the decision.
- (6) The request for legal remedy must be submitted in writing to the **Rector's Office**.

III. THE STUDENT COMPENSATION PROCEDURE

16. § Student's liability for damages

- (1) If the student unlawfully causes damage to the higher education institution or the organiser of practical training in connection with the fulfilment of his/her academic obligations, he/she shall be liable in accordance with the rules of the Civil Code, with the exception specified in the Act on National Higher Education.
- (2) In the case of negligent damage, the amount of compensation may not exceed fifty percent of the monthly amount of the minimum wage (minimum wage) valid on the date of the damage.
- (3) In the case of intentional damage, the damage caused must be compensated.

(4) The student shall be fully liable for any deficiency or damage caused by the items taken over with a note or receipt with an obligation to return or settle, provided that he or she keeps it in his or her custody at all times, uses or manages it exclusively. He is exempt from liability if he proves that the deficiency was caused by an unavoidable cause.

(5) If the student has entered into a student contract in accordance with the Act on Vocational Training, the provisions of the Act on Vocational Training shall be applied to the compensation of the damage caused to the organiser of the practical training.

17. § Specific rules for compensation proceedings

(1) The rules of disciplinary proceedings shall be applied accordingly to the proceedings for damages – at first instance and on appeal – with the exceptions set out in this section.

(2) In the event of damage caused to the student, the head of the organizational unit concerned shall take a report. The report contains a description of the damage, the student's statement on the admission or denial of liability and the data necessary for the proof (e.g. names and addresses of witnesses, names of material means of evidence, etc.). The minutes shall be signed by the head of the organizational unit and the student. If the student refuses to sign, the fact of this must be indicated on the minutes. The head of the organizational unit sends the minutes and other documents of the case to the **President**, indicating the amount of damage.

(3) If the student admits both his or her liability and the amount of the damage, the **President** of the College will make a decision after hearing the student in a simplified procedure. Minutes of the hearing must be drawn up. The rules on the content of the first-instance compensation decision shall be applied to the content of the **President's** decision.

(4) If the student does not admit his or her liability or disputes the amount of damage, the procedure must be conducted in accordance with the rules of disciplinary proceedings.

(5) The first-instance compensation decision contains:

- a) the name of the person exercising the power to pay damages, the number and date of the decision,
- b) the name, address, NEPTUN code of the student causing the damage,
- c) a finding of the fact of causing damage and its intent or negligence,
- d) the amount of compensation,
- e) information on the method and deadline for payment of compensation,
- f) in the case of a previously submitted application by the student, the statement on the instalment payment,
- g) information about the possibility of legal remedy,
- h) the reasons for the decision.

(6) The reasoning of the first-instance compensation decision contains the following

- a) the description of the damage and the facts established,
- b) evidence and circumstances supporting the existence of liability for damages,
- c) the provisions on which the decision is based.

(7) In the case of compensation exceeding HUF 5,000, the student may request a maximum of twelve months' instalment payment. If the student submitted his or her application during the compensation procedure, the refusal of the instalment payment, or the authorisation and timing thereof, shall be provided for in the compensation decision. If the student submits his or her application after the announcement of the compensation decision, the **President** of the College shall decide in a written decision on the rejection of the instalment payment, or on its authorisation and scheduling.

IV. COMPENSATION FOR DAMAGE CAUSED TO THE STUDENT

18. § Liability of the College for damages

(1) The College, the Dormitory or the organizer of the practical training shall be fully liable for any damage caused to the student in connection with the student status, the dormitory admission relationship or the practical training, regardless of his or her fault.

(2) The provisions of the Civil Code shall be applied to the compensation, with the proviso that the College, the College or the organiser of the practical training shall only be exempt from their liability if they prove that the damage was caused by an unavoidable cause beyond their sphere of operation.

(3) Damage is not to be compensated if it was caused by the unavoidable conduct of the injured party, and the part of the damage that occurred because the injured party did not comply with his obligation to mitigate damages does not have to be compensated.

(4) If the student has entered into a student contract in accordance with the Act on Vocational Training, the provisions of the Act on Vocational Education and Training shall be applied to the compensation of the damage caused to the student.

19. § Enforcement of a claim for damages

(1) The case of compensation shall be handled by the Financial Director.

(2) Students are obliged to submit their claim for compensation in writing to the **Rector's Office**. The application must contain a detailed description of the damage, the evidence and circumstances establishing the College's liability, and the amount of the damage.

(3) The application and other documents of the case shall be sent by the **President** of the College to the Financial Director for opinion and investigation. If necessary, the Financial Director examines the merits of the request by hearing the parties concerned, both in terms of its legal basis and its amount, and decides within fifteen days on the partial or full acceptance of the claim for damages, and in the case of unfoundedness, on its rejection, together with information on the legal remedies. The decision must be made in writing and delivered to the student.

(4) The student may appeal against the decision on compensation to the **President** of the College. The appeal must be filed with the Rector's Office within 15 days of the notification of the first-instance decision on compensation. The decision made in the legal remedy procedure must be made in writing and must be delivered to the student.

(5) Compensation may be paid to the student if the student has not filed a request for legal remedy against the decision within the deadline or has waived the submission of the request. The decision of the second instance (legal remedy) becomes final upon



notification. If the student requests a judicial review of the decision on legal remedy, the compensation cannot be paid until the relevant court decision becomes final.

(6) The **President** of the College shall notify the relevant organisational units of the College in writing of the payability of the compensation.

V. MISCELLANEOUS

20. § Entry into force

(1) These regulations shall enter into force with the approval of the Senate.

a) **Decision number: 24/2/2025**

b) **Date of decision: 20.05. 2025.**

c) **Effective date: 01.08.2025.**

(2) The **President** is responsible for the preparation of the regulations, updating them in accordance with the statutory requirements and for their annual review.