



EMPRI Research Code of Ethics and Conduct

October 2020

EMPRI is pleased to allow this material to be reproduced, for educational or non-commercial use, in whole or in part, provided the meaning is unchanged and its source, publisher and authorship are acknowledged.

Disclaimer:

The EMPRI has compiled this document in good faith, exercising all due care and attention. The EMPRI does not accept responsibility for any inaccurate or incomplete information supplied by third parties. No representation is made about the accuracy, completeness or suitability of the information in this publication for any particular purpose. The EMPRI shall not be liable for any damage which may occur to any person or organisation taking action or not on the basis of this publication. Readers should seek appropriate advice about the suitability of the information to their needs.

Contents

1.0	Introduction	1
2.0	The Code of Ethics and Conduct for the EMPRI employees, consultants, manpower supplied by outsourced agency and volunteers.....	1
2.1	Persons to Whom this CodeApplies.....	1
3.0	Ethical framework for the EMPRI Professionals	1
3.1	Objective.....	1
3.2	Core Values.....	1
4.0	MandatoryConduct	3
4.1	Applying the EthicalFramework.....	3
4.2	How do I act in the publicinterest	3
5.0	Behaviour contrary to theCode	3
5.1	The effect of behaviour that is contrary to theCode	3
5.2	Behaviour contrary to thisCode.....	3
Reference	4

1.0 Introduction

Environmental Management Policy & Research Institute (EMPRI) is an autonomous institute established by Government of Karnataka on 17th September 2002 under the Department of Forest, Ecology and Environment. The Institute undertakes applied and policy research and also endeavours to provide capacity building trainings on concurrent environmental issues relevant to the society. Services provided by the institute seek to encourage and enable government, industry and civil society to safeguard and manage the natural resources effectively. It is registered under the Karnataka Societies Registration Act, 1960.

The EMPRI has adopted The Code of Ethics and Conduct for its officers on deputation, employees, consultants, manpower supplied by outsourced agency and volunteers.

2.0 The Code of Ethics and Conduct for the EMPRI employees, consultants, manpower supplied by outsourced agency and volunteers

The objective, core values and principles of the Ethical Framework are to be demonstrated in the conduct of all professionals on deputation, employees, consultants, manpower supplied by outsourced agency and volunteers.

2.1 Persons to Whom this Code Applies

This code is applicable to all EMPRI professionals including officers on deputation, employees, consultants, manpower supplied by outsourced agency and volunteers.

3.0 Ethical framework for the EMPRI Professionals

3.1 Objective

- Recognise the role of the institute in preserving the public interest, defending public value and adding professional quality and value to the commitments of the Government, and
- Establish an ethical framework for a merit-based, apolitical and professional government sector that implements the decisions of the Government.

3.2 Core Values

Research ethics provides guidelines for the responsible conduct of research. In addition, it educates and monitors scientists conducting research to ensure a high ethical standard. The following is a general summary of some ethical principles:

Animal care: Show proper respect and care for animals when using them in research. Do not conduct unnecessary or poorly designed animal experiments.

Carefulness: Avoid careless errors and negligence; carefully and critically examine your own work and the work of your peers. Keep good records of research activities.

Competence: Maintain and improve your own professional competence and expertise through continuous education and learning; take steps to promote competence in science as a whole.

Confidentiality: Protect confidential communications, such as papers or grants submitted for publication, personnel records at all stages of the research, in compliance with existing guidelines and regulations. All information shall be shared with external agency/person only with approval of competent authority.

Environmental protection: Researchers are accountable for ensuring protection of the environment and resources at all stages of the research, in compliance with existing guidelines and regulations.

Honesty: Honestly report data, results, methods and procedures, and publication status. Do not fabricate, falsify, or misrepresent data.

Human subjects protection: When conducting research on human subjects, minimize harms and risks and maximize benefits; respect human dignity, privacy, and autonomy.

Institutional arrangements: Institutions where the research is being conducted have policies for appropriate research governance and take the responsibility to facilitate research by providing required infrastructure, manpower, funds and training opportunities.

Integrity: Keep your promises and agreements; act with sincerity; strive for consistency of thought and action.

Legality: Know and obey relevant laws and institutional and governmental policies.

Maximisation of the public interest and of distributive justice: Research or experiment and its subsequent applicative use are conducted and used to benefit all human kind.

Maximization of benefit: Due care is taken to design and conduct the research in such a way as to directly or indirectly maximize the benefits to the research participants and/or to the society.

Objectivity: Strive to avoid bias in experimental design, data analysis, data interpretation, peer review, personnel decisions, grant writing, expert testimony, and other aspects of research.

Openness: Be open to criticism and new ideas.

Professional competence: Research is planned, conducted, evaluated and monitored throughout by persons who are competent and have the appropriate and relevant qualification, experience and/or training.

Punctuality: Strive to achieve punctuality with respect to scheduled work time, meetings, training and research/project/programme deliverables.

Respect for intellectual property: Honor patents, copyrights, and other forms of intellectual property. Do not use unpublished data, methods, or results without permission. Give credit where credit is due. Never plagiarize.

Responsible mentoring: Help to educate, mentor, and advise subordinates. Promote their welfare and allow them to make their own decisions.

Responsible publication: Publish in order to advance research. Avoid wasteful and duplicate publication. Publish only after internal review and approval from competent authority.

Risk minimization: Due care is taken by all stakeholders at all stages of the research to ensure that the risks are minimized and appropriate care and compensation is given if any harm occurs.

Social responsibility: Strive to promote social good and prevent or mitigate social harms through research, public education, and advocacy.

Totality of responsibility: All stakeholders involved in research are responsible for the professional, social and moral responsibilities.

Transparency and accountability: The research should be conducted in a fair, honest, impartial and transparent manner to guarantee accountability. Related records, data and notes should be retained for the required period for possible external scrutiny/ audit. Research is brought into the public domain so that its results are generally made known through scientific and other publications.

Interpersonal relations, Curtsey/courtesy and Gender sensitivity: Respect your colleagues and treat them fairly. Be gender sensitive.

There is no hierarchy among the core values and each is of equal importance.

4.0 Mandatory Conduct

All professional in EMPRI have responsibilities to:

- Demonstrate high levels of personal conduct consistent with the Ethical Framework,
- Seek assistance when unsure about how to implement the Ethical Framework,
- Promote the implementation of the Ethical Framework to their colleagues, and
- Report possible breaches of the Ethical Framework to relevant officers.

4.1 Applying the Ethical Framework

The Ethical Framework is to be applied at all times in working relations with colleagues, clients and customers, stakeholders and the government.

4.2 How do I act in the public interest

You should treat all people with whom you have contact in the course of your work:

- Equally without prejudice or favour,
- With honesty, consistency and impartiality.

You should also, in the course of your work:

- Place the public interest over your personal interest,
- Uphold the law, institutions of government and democratic principles,
- Provide apolitical and non-partisan advice,
- Provide transparency to enable public scrutiny, and
- Be fiscally responsible and focus on efficient, effective and prudent use of resources.

5.0 Behaviour contrary to the Code

5.1 The effect of behaviour that is contrary to the Code

The major research misconducts include

(a) Fabrication - making up data or results and recording or reporting them.

(b) Falsification - manipulating research materials, or changing or omitting data or results such that the research is not accurately represented in the research record.

(c) Plagiarism - the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

Research misconduct does not include honest error or differences of opinion.

5.2 Behaviour contrary to this Code

EMPRI may take where there is a finding of misconduct against an employee that include termination of the employment or return the services of the employee/ consultant/ volunteer to the organization from where he/she is deputed.

Reference

1. City University of Hong Kong (2020)
<https://libguides.library.cityu.edu.hk/researchmethods/ethics#:~:text=Research%20ethics%20provides%20guidelines%20for%20the%20responsible%20conduct%20of%20research.&text=The%20following%20is%20a%20general,and%20procedures%2C%20and%20publication%20status>. Accessed on 03.10.2020
2. EPA Code of Ethics and Conduct(2015), Environmental Protection Authority, New South Wales
3. Indian Council of Medical Research (2006) Ethical Guidelines for Biomedical Research on Human Participants, Delhi
4. Indian Council of Medical Research (2017) Ethical Guidelines for Biomedical Research on Human Participants, Delhi