



Institutional Initiatives Promoting Ethical Values and Inclusive Practices

IIHMR University, Jaipur actively supports and facilitates a **holistic, ethical organisational culture** grounded in the core values of **diversity, honesty, respect, fairness, inclusivity, accountability, and professional integrity**. These ethical values are embedded in the University's institutional policies and governance framework and are aligned with its publicly available strategic and regulatory documents, codes of conduct, and academic guidelines.

The University adopts a **systematic and proactive approach** to strengthen ethical awareness and responsible conduct among **students, faculty members, and non-teaching staff** through structured training programmes, sensitization workshops, and institutional celebrations of human rights and social justice.

During the reporting period, IIHMR University organized several **dedicated ethics-focused programmes** that directly contribute to fostering a respectful, safe, and inclusive academic and work environment. These initiatives address critical themes such as **gender equity, prevention of harassment, ethical research practices, workplace ethics, human rights, and professional responsibility**.

Key institutional initiatives include:

- **Workshop on Gender Sensitization (23 January 2025):**

Designed to promote gender equality, mutual respect, and sensitivity, this workshop enhanced awareness among participants regarding gender issues and inclusive campus culture.

- **Observance of International Human Rights Day (10 December 2024):**

The University marked this occasion to reinforce values of dignity, equality, and human rights, encouraging reflection and dialogue on ethical citizenship.

- **Staff Development Programme on Code of Workplace Ethics (29–30 November 2024):**

This programme-oriented faculty and staff on ethical conduct, professional integrity, fair practices, and respectful workplace behaviour, strengthening ethical governance within administrative and academic processes.

- **Training Session on Understanding Gender and POSH Act, 2013 (05 January 2026):**

Conducted to ensure a safe and harassment-free workplace, this session enhanced understanding of legal provisions, responsibilities, and grievance redressal mechanisms as per the POSH Act.

- **Training for Ethics Committee Members and Clinical Research Professionals (17 January 2026):**

This training focused on ethical research practices, informed consent, patient safety, and compliance with regulatory standards, reinforcing ethical governance in academic and clinical research.

Through these initiatives, IIHMR University ensures that ethical values are not only formally articulated but also **actively practiced and reinforced** across academic, research, and administrative functions. The University maintains transparency and accountability by documenting these activities through institutional reports, website disclosures, and compliance records.

By integrating ethics and culture into governance mechanisms and capacity-building efforts, IIHMR University, Jaipur, demonstrates its commitment to nurturing a **responsible, inclusive, and values-driven organisational culture** that supports sustainable institutional development and societal trust.

S.No.	Name of the Event	Event Date	Website Link
1	Workshop on Gender Sensitization	23-01-2025	https://iihmr.edu.in/uploads/media_image/1738308767_69e6debebdba2851bf5c2.pdf
2	International Human Rights Day	10-12-2024	https://iihmr.edu.in/uploads/media_image/1738042642_5b453946a70257062536.pdf
3	Staff Development Programme on Code of Workplace Ethics	29-30/11/2024	https://iihmr.edu.in/uploads/media_image/1733555510_3a46993f55d5615cb0fe.pdf
4	Training Session on Understanding Gender and POSH Act, 2013	05-01-2026	https://iihmr.edu.in/uploads/media_image/1775024374_360429a365cb0214bdcd.pdf
5	Training for Ethics Committee Members and Clinical Research Professionals	17-01-2026	https://iihmr.edu.in/uploads/media_image/1771568756_98bcdca43163d442af60.pdf