



Ethical Standards and Practices



ETHICAL STANDARDS AND PRACTICES

S.NO	DETAILS	DATE/REMARKS
1	Document Effective From	Academic Year 2024-2025
2	Document Applicable For	Student, Faculty, and all Administrative Staff
3	Purpose of the document	To foster a culture founded on integrity, responsible leadership, and ethical decision-making.

ETHICAL STANDARDS AND PRACTICES

IIHMR University is dedicated to upholding the highest standards of ethical conduct, integrity, transparency and accountability across its academic, research and administrative activities. This Strategic Framework on Ethics is a publicly available document that articulates the University's core ethical values, sets out principles of conduct for all members of the community and describes the institutional mechanisms for ethical compliance and training.

1. Ethical values and principles

The University's ethical culture is built on the following core values:

- **Integrity and honesty** – acting truthfully, avoiding plagiarism, fraud and misrepresentation in all academic, research and administrative work.
- **Fairness and justice** – making decisions impartially, free from discrimination, bias or favouritism.
- **Respect and dignity** – treating all persons with courtesy and professionalism, avoiding harassment, bullying or intimidation.
- **Responsibility and accountability** – taking ownership of one's actions, using institutional resources carefully and complying with laws and policies.
- **Inclusivity and diversity** – valuing different backgrounds, perspectives and identities and ensuring equal opportunity for all.
- **Social responsibility and sustainability** – recognising the broader impact of decisions on communities, health systems and the environment.

These values are embedded in this Strategic Framework on Ethics which together express IIHMR University's holistic ethical organisational culture.

2. Code of professional conduct

All students, faculty and staff are expected to adhere to the following code of professional conduct:

- **Academic integrity** – honesty in examinations and assignments; proper citation; zero tolerance for plagiarism, data fabrication or cheating.
- **Responsible research** – compliance with Research Ethics Committee approvals; respect for participants' rights, confidentiality and safety; responsible data management.
- **Professional behaviour** – courteous communication; respect for colleagues, students, patients and community partners; avoidance of harassment and discrimination.
- **Use of resources** – appropriate, authorised use of University funds, facilities, information systems and intellectual property.
- **Conflict of interest** – declaration and management of any personal or financial interests that could influence decision-making.

- **Compliance and reporting** – adherence to University policies and applicable laws and timely reporting of serious concerns through formal channels such as the whistle-blower mechanism.

Breaches of this code may lead to corrective or disciplinary action through established procedures, while ensuring fairness, natural justice and the right to be heard.

3. Training and capacity building

IIHMR University provides regular training based on its ethical values at multiple levels of the organisation:

- **Induction and orientation** – new students, faculty and staff receive briefings on the University's ethical values, code of conduct, anti-harassment and anti-discrimination policies, research ethics requirements and reporting channels.
- **Workshops and refresher programmes** – periodic sessions on topics such as academic integrity, responsible authorship, research ethics, prevention of sexual harassment, anti-ragging, diversity and inclusion, data protection and conflict of interest.
- **Targeted training** – specialised training for research supervisors, committee members, administrators handling finance and procurement, and leaders in academic and administrative roles.

Training content is periodically updated to reflect changes in regulations, national guidelines and international best practices.

4. Monitoring, reporting and continuous improvement

To sustain a holistic ethical organisational culture, the University:

- Monitors implementation of this framework through IQAC using indicators such as number and nature of ethical cases, training coverage and audit observations.
- Encourages safe and confidential reporting of serious concerns with protection against retaliation for those acting in good faith.
- Reviews this Strategic Framework on Ethics at regular intervals, or earlier if required by regulatory changes or institutional experience, and places proposed revisions before the Academic Council for approval.

Through these measures, IIHMR University supports and facilitates a holistic ethical organisational culture, grounded in clearly articulated values, a robust code of professional conduct, an institutional office for ethical compliance and regular training for all members of the University community.