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Care and respect for all participants in research, and for the subjects, users and beneficiaries of research, including humans, animals, the environment and cultural objects. Those engaged with research must also show care and respect for the integrity of the research record.

Accountability of funders, employers and researchers to collectively create a research environment in which individuals and organisations are empowered and enabled to own the research process. Those engaged with research must also ensure that individuals and organisations are held to account when behaviour falls short of the standards set by this concordat.

- ◁ **Ensuring that research is conducted according to appropriate ethical, legal and professional frameworks, obligations and standards**
- ◁ **Supporting a research environment that is underpinned by a culture of integrity and based on good governance, best practice and support for the development of researchers**
- ◁ **Using transparent, timely, robust and fair processes to deal with allegations of research misconduct when they arise**
- ◁ **Working together to strengthen the integrity of research**

misuse of personal data, including inappropriate disclosures of the identity of research participants and other breaches of confidentiality
improper conduct in peer review of research proposals, results or manuscripts submitted for publication. This includes failure to disclose conflicts of interest; inadequate disclosure of clearly

- 3.2 Honest errors and differences in, for example, research methodology or interpretations do not constitute research misconduct. For the avoidance of doubt, misconduct in research includes acts of omission as well as acts of commission. In addition, the standards by which allegations of misconduct in research should be judged should be those prevailing in the country in question and at the date that the behaviour under investigation took place.
- 3.3 The basis for reaching a conclusion that an individual is responsible for misconduct in research relies on a judgement that there was an intention to commit the misconduct and/or recklessness in the conduct of any aspect of a research project.

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- 8.11 The Respondent will be given the opportunity to respond formally to the allegation, by providing evidence in writing and in person.
- 8.12 The Screening Panel should interview the Respondent and may interview any others considered appropriate (including the Complainant). The Respondent and Complainant may be supported at such a meeting by a colleague, or a member of their trade union or union, whose identity should be notified no later than five days in advance.
- 8.13 The Screening Panel will consider all available evidence, including that provided by t

