

POLICY DOCUMENT ON CODE OF ETHICS.

1. Introduction

CMR University is committed to maintaining the highest standards of ethics, integrity, and professionalism in all its activities. This Code of Ethics outlines the principles, standards, and responsibilities that govern the behavior of all members of the CMR University community, including faculty, staff, students, and other stakeholders.

2. Purpose

The purpose of this Code of Ethics is to ensure that all members of the university uphold the values of honesty, fairness, accountability, respect, and transparency in their interactions, teaching, research, and service activities. This policy aims to:

- Foster a culture of ethical behavior.
- Promote integrity and honesty in academic and administrative practices.
- Prevent and address ethical violations within the institution.

3. Scope

This policy applies to:

- Faculty and academic staff
- Administrative staff
- Students
- Visiting scholars and collaborators
- External stakeholders and partners



4. Core Ethical Principles

4.1 Integrity and Honesty

All members of CMR University are expected to act with integrity and honesty in academic, administrative, and professional activities. This includes:

- Truthfulness in teaching, research, and communication.
- Avoiding plagiarism, data falsification, and other forms of academic dishonesty.
- Adhering to honest practices in the representation of credentials, qualifications, and achievements.

4.2 Respect and Fairness

The university community must treat each individual with respect, dignity, and fairness, regardless of race, gender, religion, nationality, or other differences. This principle includes:

- Ensuring an inclusive and non-discriminatory environment.
- Upholding fairness in decision-making, resource allocation, and student evaluations.
- Encouraging a collegial and respectful atmosphere in classrooms, offices, and other university spaces.

4.3 Accountability and Responsibility

Every member of the CMR University community is accountable for their actions and decisions. This includes:

- Accepting responsibility for one's actions and acknowledging errors.
- Adhering to university policies, regulations, and legal requirements.
- Ensuring transparency in financial, academic, and administrative activities.



4.4 Professionalism

Members of the university must conduct themselves in a professional manner, upholding the reputation of the institution. This includes:

- Maintaining the highest standards of behavior in academic and social interactions.
- Ensuring responsible use of university resources.
- Engaging in continuous professional development to maintain competence in their respective fields.

4.5 Commitment to Education and Research

The university is committed to excellence in education and research. Faculty and students must:

- Uphold rigorous academic standards.
- Conduct research in accordance with ethical research practices, ensuring the integrity of data and reporting.
- Safeguard the rights, dignity, and welfare of research participants.

5. Specific Ethical Guidelines

5.1 Academic Integrity

- **Plagiarism:** All work submitted by faculty, staff, or students must be original or properly attributed. Plagiarism or unauthorized use of another's intellectual property is prohibited.
- **Cheating:** Academic dishonesty, such as cheating in examinations or assignments, is strictly prohibited.
- **Research Misconduct:** Data falsification, fabrication, or any manipulation of research findings is a violation of academic ethics.

A handwritten signature in blue ink, appearing to be "P. R."

5.2 Confidentiality

All members of the university are required to maintain confidentiality concerning sensitive information, including:

- Personal data of students, faculty, and staff.
- University records and strategic information.
- Research data that is not yet publicly available.

5.3 Conflicts of Interest

Members of CMR University must avoid conflicts of interest that could compromise their responsibilities or integrity, including:

- Personal relationships that affect decision-making.
- Accepting gifts or favors that may influence professional judgment.
- Financial or personal interests that may interfere with university duties.

5.4 Equal Opportunity

CMR University is committed to providing equal opportunities in education and employment. Discrimination or harassment on the basis of gender, race, religion, age, or any other characteristic is strictly prohibited.

6. Reporting and Addressing Violations

CMR University encourages the reporting of any unethical behavior or violations of this Code of Ethics. Individuals may report concerns to:

- **The Ethics Committee:** Responsible for investigating and addressing ethical violations.



- **The University Ombudsman:** Provides confidential support and guidance to those facing ethical dilemmas. Reports will be handled confidentially and investigated promptly. Retaliation against individuals who report ethical concerns in good faith is prohibited.

7. Enforcement and Disciplinary Actions

Violations of the Code of Ethics will be subject to disciplinary action, which may include:

- Verbal or written warnings
- Suspension or termination (for staff or faculty)
- Disciplinary action according to university guidelines (for students)
- Legal action, where applicable

8. Continuous Review and Amendments

The Code of Ethics will be reviewed periodically by the Ethics Committee to ensure that it reflects the evolving values and needs of the university. Amendments to the policy will be communicated to all members of the CMR University community.

9. Conclusion

CMR University's commitment to ethical behavior is integral to its mission of fostering academic excellence, innovation, and societal impact. Adherence to this Code of Ethics ensures that all members of the community contribute to a respectful, responsible, and ethically sound environment.



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CMR UNIVERSITY – ETHICS POLICY

1. Policy statement

CMR University (CMRU) is devoted to carrying out its innovation, teaching, enterprise, and research along with various activities within a well-defined ethical framework. The university's goal is to establish a highly responsible, inspirational, dynamic, and ever-challenging culture that continuously fosters innovation while delivering creativity, recognizing and rewarding individual and team efforts, celebrating diversity, and allowing to thrive in a changing environment. The following ethical principles are adopted to achieve the defined goals:

At CMRU, we aim to develop into a socially responsible organization with ethical standards and a liberal, welcoming community of open-minded personnel.

Further, we expect of our employees, students, administrators, leaders, and partners to uphold the highest professional standards set, taking into account the environmental, ethical, and social aspects of all of our actions.

Maintaining integrity in addition to standards is critical to the University's continuous effort and continuous commitment to all domains of research, and it shall be the responsibility of all members of the University's research community to strictly uphold professional standards by questioning the findings, accurately documenting findings, and accurately recognizing others' contributions.

2. Purpose of the Overarching Ethics Policy

2. 1. Establish the principles that will apply to any research, enterprise, consulting, and scholarly studies done at, by, or on behalf of CMR University;
- 2.2. Provide thorough knowledge of CMR University's ethical review procedure to stakeholders of the University.

- 2.3. To encourage a high culture of quality and academic freedom, create a thorough review mechanism that examines all research proposals along with other studies to a level of diligent scrutiny suitable to the danger of damage or negative impact on participants, researchers, the University, and society at large.

3. Scope of the policy:

The policy must be adopted and applicable to all University students, scholars, and staff actively involved in research and to all personnel who are not a member of the University's staff or students but carrying out research utilizing facilities of the University and/or under the University's credentials.

4. Ethical Research principles

- 4.1. Transparency, human rights, quality, Integrity, and scientific standards should be considered during the process of research studies.
- 4.2. Participants who undertake the research are to be informed about the research/study in which they take part, and their agreement is to be collected voluntarily, freely, and without compulsion. Consent must be documented.
- 4.3. Risks involved should be controlled such that all potential damage/harm as a result of the research is avoided completely/minimized as applicable, and adequate measures should be considered and adopted to guarantee any damage or potential harm is outweighed by the scope of research/study.
- 4.4. Clarity must be ensured regarding the independence of work and all conflicts of interest or partiality should be minimal/nil and in addition must be explicit.
- 4.5. Wherever research/study is conducted, high ethical standards must always be maintained. The University will comply with these principles by informing its employees about its published policies and standards through training, education, and the publication of all policies, including its Ethics Policy.

5. Specific Guidance and Policies

Specific policies and guidelines supplement the Ethics Policy and are set as the following:

- Policy regarding utilizing Animals in Research.
- Policy on the Conduction of Research ethically.

The criteria set forth in these specific ethical policies are necessarily strict due to the nature of the research/studies covered, and it is intended that the high standards indicated there apply. The Ethics Sub-Committee of the University may decide to develop further policies or guidance regularly. These policies would be made available through these pages, as well as provide further information on Research Governance.

6. Process for Ethical Review

CMR University is dedicated to delivering an independent competent and robust ethical review process appropriate to the risk involved in the research and studies it conducts. The University Ethics Committee is in charge of the overall ethical review process at the university, while Ethics Committees or an approved external organization are in charge of ensuring an ethical evaluation and granting approval for individual studies/ research projects. These agreements will be evaluated on a yearly basis.

All University Professional Services/Units should have provisions in place with the Ethics Committee to examine all study/research they/their staff conduct. All human-participant studies must be recorded in the University's records. It will be the Ethics Committee's responsibility.

7. Responsibilities and Roles

7.1. University Ethics Committee

CMR University is dedicated to providing an independent, professional, and robust ethical process of review for studies and research that are commensurate to the risk.

The University Ethics Committee (UEC) is in charge of the overall ethical review process at the university, while the Ethics Committee (EC) or an approved external organization are in charge of providing ethical evaluation that may be necessary and granting approval for individual studies or research projects. These arrangements will be re-evaluated every year.

All University Professional Services/Units should have provisions in place with the Ethics Committee to examine any study/research that their staff may conduct. All human-participant studies at all times must be recorded in the university's records. The Ethics Committee will be in charge of maintaining the same through research scholars and research supervisors.

7.2. Research Committee and Directorate of Research and Innovation

The Research Committee and/or Directorate of Research and Innovation's primary function is to examine all relevant parts of appropriate research governance of studies involving factors of high risk such as involving human participants, as well as to provide University insurance and sponsorship for approved/applicable research investigations. Prior to beginning their research or any study, all researchers conducting studies must obtain both "sponsorship" and insurance (in addition to external approvals required when applicable), obtained by submission of the project/ study details to the RC before the research or study commences.

The Research Committee and/or Directorate of Research and Innovation, on behalf of UEC, is in charge of regularly monitoring the Ethical Review System of the University and shall ensure all ethical standards are continuously maintained across all domains of the University. The RC, during its monitoring, shall report any identified failure to comply with the set policy or meet the University's ethical standards. The Research Committee and/or Directorate of Research and Innovation's direct involvement will come into force in a project that has already commenced if it is a study that has not yet been approved, or if it believes there is an imminent risk to the health or well-being of participants or integrity

of the research. In addition to its regulatory and oversight responsibilities, the Research Committee and/or Directorate of Research and Innovation provides guidance and training to all units including researchers and in addition offers support and advice when researchers submit research for external ethical assessment.

7.3 Researchers

All researchers (scholars, faculty, visitors, and students) are expected to take responsibility for becoming familiar with our Specific policies, Ethics Policy, instructions, and the processes they must follow for the study or research study they undertake.

The Principal Investigator for any research study is responsible for ensuring that all personnel involved in the study/research are aware of and strictly adhere to the rules set by the University.

Researchers must be responsible and ensure all studies or research work carried out are conducted in complete accordance with the ethical requirements of their respective funding body and/or associations relevant to their discipline or any professional bodies, as well as health and safety requirements, regardless of whether they have received ethical approval.

8. Appeals

Any concern by a researcher about an EC's decision to withdraw, suspend, or withhold ethical permission for study /research, they should try to work out a solution with their EC. The person is encouraged to contact the SRC. The SRC may choose to form a different panel of members to assess the application, encourage, and provide the researcher the necessary assistance to resubmit their application or confirm the previous decision. Researchers may appeal the decision by contacting, the Head of the Unit of Research (research@cmr.edu.in) if their issues cannot be handled at this level.


Only one of the two grounds for appeal will be allowed:

1. The researcher has additional evidence that was unavailable at the time of EC's decision, and that the EC refused to consider; or
2. There was a substantial failure in procedures, which led to the EC's decision.

The EC's decision cannot be challenged by researchers. When the Head of the Research Unit receives an appeal, he or she will refer it to the Chair of the Ethics Committee (EC), who will either remit the appeal to a different Panel or put it on hold until the EC makes a judgment.

9. Sanctions

Ethics Policy violations at any level shall be dealt with very seriously and may also result in strict disciplinary actions, such as gross misconduct proceedings, etc. if any member of staff commits a violation or formal disciplinary proceedings with relevant University procedures in case of violation by a student. Visitors who violate this published policy risk having their guest status placed under evaluation/revoked.


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