



BITS Pilani

Pilani | Dubai | Goa | Hyderabad | Mumbai

**BIRLA INSTITUTE OF TECHNOLOGY & SCIENCE
(BITS)PILANI
("INSTITUTE")**

CODE OF ETHICS

The BITS Pilani Code of Ethics outlines the principles and guidelines governing the ethical conduct of all members within the BITS Pilani community. This policy aims to foster a culture of integrity, respect, and responsibility, ensuring that all actions and decisions align with the core values and mission of BITS Pilani.

Research and Academic Integrity:

1. Academic Integrity

- Uphold the highest standards of academic integrity, avoiding plagiarism, cheating, and any form of academic dishonesty.
- Promote a culture of academic honesty and fairness among faculty, staff, and students.

2. Academic Freedom and Freedom of Expression

- Respect and uphold the principles of academic freedom and freedom of expression.
- Encourage an open exchange of ideas, diverse perspectives, and constructive criticism to foster academic and intellectual growth.

3. Responsible Research

- Adhere to ethical and professional standards in all research activities, ensuring accuracy and honesty in reporting findings.
- Comply with ethical considerations and guidelines for research involving human subjects and animals.

4. Responsible Conduct in Peer Review and Academic Publishing

- Engage in ethical peer review processes, providing fair and constructive feedback to enhance the quality of academic publications.
- Emphasize ethical considerations in academic publishing to promote transparency and accuracy of research findings.

5. Protection of Human and Animal Rights in Research

- We uphold the rights and welfare of human subjects and animals involved in research, ensuring that proper consent and ethical considerations are followed in all research studies.

Administration and Governance:

1. Conflict of Interest

- Avoid situations where personal, financial, or professional interests may conflict with the best interests of the University.
- Promptly disclose all conflicts of interest to the appropriate authorities.

2. Compliance with Laws and Regulations

- Comply with all applicable laws, regulations, and institutional policies. Ignorance of the law is not an excuse for non-compliance.

3. Protection of University Assets

- Take responsibility for protecting University assets, including equipment, technology, facilities, and intellectual property.
- Strictly prohibit unauthorized use, misappropriation, or theft of University assets.

4. Privacy and Confidentiality

- Respect the confidentiality and privacy of sensitive information, upholding data protection policies.

- Ensure confidential information is not disclosed to unauthorized parties, both during and after association with the University.
- 5. Respect for Religious and Cultural Diversity**
 - We respect the religious and cultural beliefs of individuals within the University community and promote an inclusive environment that celebrates diversity.
 - Discrimination or prejudice based on religious or cultural backgrounds is strictly prohibited.
 - 6. Responsible Financial Management**
 - We are committed to responsible financial management, ensuring the proper use and allocation of financial resources in accordance with institutional policies and guidelines.
 - Transparency and accuracy in financial reporting and budgeting are essential for maintaining public trust.
 - 7. Ethical Use of University Endowment and Investment Funds**
 - University endowment and investment funds are managed responsibly, adhering to ethical investment practices.
 - Investments should align with the University's values and objectives.

Ethical Conduct in Partnerships and Collaborations:

- 1. Ethical Considerations in Technology Transfer**
 - Conduct technology transfer and commercialization activities ethically, ensuring benefits are appropriately shared with stakeholders.
 - Utilize technology transfer for the greater societal good.
- 2. Respect for Intellectual Property**
 - Respect the intellectual property rights of others, including colleagues, students, and external partners.
 - Properly attribute and acknowledge sources when using others' work in research, publications, or any academic or creative endeavors.
- 3. Ethical Use of Copyrighted Materials**
 - Respect copyright laws when using copyrighted materials for educational or research purposes.
 - Obtain proper licensing and permissions when using copyrighted materials beyond fair use.
- 4. Ethical Considerations in Partnerships with Industry**
 - Collaborations and partnerships with industry are conducted with ethical considerations, ensuring alignment with the University's values and objectives.
 - We promote mutually beneficial partnerships that uphold academic integrity and do not compromise research independence.

Community Engagement and Social Responsibility:

- 1. Fair and Equitable Treatment**
 - Treat all individuals with fairness and equity, regardless of their background, nationality, gender, race, religion, or any other characteristic.
 - Base decisions regarding hiring, promotions, admissions, and other matters on merit and qualifications, without discrimination.

2. Responsible Social Media Use

- Adhere to the University's social media policy, maintaining professionalism and respect for others.
- Ensure social media interactions do not compromise the University's reputation or individuals' privacy.

3. Responsible Marketing and Communications

- We ensure that all marketing and communications materials accurately represent the University and its offerings.
- Marketing efforts are conducted ethically and in compliance with applicable laws and regulations.

Whistleblower Protection and Reporting Violations:

1. Reporting Violations

- Encourage all members of the University community to report suspected violations of this Code of Ethics Policy.
- Provide a designated channel for confidential reporting to protect against retaliation.

2. Whistleblower Protection

- Protect whistleblowers who report suspected violations in good faith.
- Treat whistleblower reports confidentially and take appropriate measures to address reported concerns.

By upholding the BITS Pilani Code of Ethics, each member of the academic community plays a crucial role in preserving the integrity and reputation of BITS Pilani. This policy reinforces our commitment to ethical conduct, fostering an environment of trust, mutual respect, and responsible decision-making. Together, we contribute to the growth and success of BITS Pilani as a premier institution of learning and research.