



अखिल भारतीय आयुर्विज्ञान संस्थान, बिलासपुर हिमाचल प्रदेश-१७४०३७

All India Institute of Medical Sciences, Bilaspur Himachal Pradesh-174037

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RESEARCH SECTION

Guidelines on Scientific Conducts and Ethics

**All India Institute of Medical Sciences
Bilaspur (H.P.)**

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Bilaspur (Himachal Pradesh)/ बिलासपुर (हिमाचल प्रदेश)

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1. Introduction

Research integrity is a sine qua non of scientific communication. The integrity of the researchers plays a significant role in ensuring the quality and credibility of the research. The researchers need to follow the standards, regulations and guidelines set for their profession and by their institutions. Research integrity demands that every researcher conducts research ethically and with empathy as prescribed, accurately reports their contributions, methods, and findings, and discloses all potential conflicts of interest. Unethical practices in research and publication, including authorship issues, abound and can threaten the scientific community's credibility. To prevent such problems, this document lays down the Institute's policies on authorship, publication practices, and research misconduct.

The Institute adopts either in *toto* or in part the guidelines published by the International Committee of Medical Journal Editors, Council of Science Editors, Committee on Publication Ethics, and Indian Council of Medical Research, UGC, and CCS Conduct Rules. The relevant portions from these groups or documents have been reproduced verbatim with references below.



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2. Scientific misconduct and unethical publication practices-

Scientific misconduct, including both research and non-research publications, encompasses data fabrication, data falsification (including deceptive manipulation of images), purposeful failure to disclose relationships and activities, and plagiarism. The Institute will implement the procedures outlined by the Committee on Publication Ethics (COPE) (publicationethics.org/resources/flowcharts) when scientific misconduct is suspected, or a concern is raised regarding the integrity or conduct of work described in a submitted or published paper.

Scientific misconduct may be categorized into the following:

2.1 Embezzlement of ideas: Claiming an idea to be one's own while it was obtained from privileged access while reviewing manuscripts, grant proposals, or through participation in lectures and personal discussions and earlier publications (but not citing them). This also includes acts wherein the ideas of others are presented as one's own through slight changes in words, phrases, and illustrations.

2.2 Plagiarism: Using other's ideas, processes, data, or text without giving proper credit. Text, figures, tables, and even ideas can be plagiarized. When a whole entity (e.g., an entire article, a figure, a table, or a dataset) is republished without attribution or permission, there may be a copyright violation as well as ethical misconduct. Plagiarism includes:

1. Verbatim (word-for-word) quotation without explicit acknowledgment
2. Cutting and pasting
3. Paraphrasing
4. Collusion
5. Inaccurate citation
6. Failure to acknowledge assistance
7. Use of material written by professional agencies or other persons
8. Auto-plagiarism

2.3 Falsification: Manipulating data/results by altering research materials, equipment, processes, output, and figures, leading to inaccurate representation in the research report.



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Manipulation of images or representations in a manner that distorts the data or 'reads too much between the lines' can also be considered falsification.

2.4 Fabrication: Making up data or results and recording or reporting them. It refers to the construction and/or addition of data, observations, or characterizations that never occurred in data gathering or running experiments.

2.5 Fraud: Deliberate suppression of previous work in publications and inappropriately claim originality and/or avoid quoting previous publications that are contrary to present results.

2.6 Non-compliance of Regulatory Guidelines: Deliberate violation of ethical guidelines accepted for human and animal research, non-adherence to bio-safety regulations, or inappropriate use of research funds.

2.7 Inappropriate Authorship: Excluding genuine contributors from authorship, including non-contributors, or claiming authorship for oneself without having made any meaningful contribution is inappropriate. In cases of publication of work carried out in a student's thesis, due care should be taken by the Thesis Supervisor to ensure that the scientific contributions of a student are neither diluted nor exaggerated.

2.8 Withholding data from Validation: Not providing data or research material to the institute/journal for verification/validation purposes.

2.9 Wrong versus Fraudulent paper: It occasionally happens that a conclusion drawn in an earlier publication is negated, modified, or shown where it went wrong- either by the same Author or others. This is how science progresses. The earlier paper is thus not fraudulent.



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A. Responsibilities while conducting research

Following are the responsibilities while conducting research as mandated by the ICMR policy on Research Integrity and Publication Ethics (Reproduced from https://ethics.ncdirindia.org//asset/pdf/ICMR_PRIPE2019.pdf) that are reproduced below:

- 1. Declaring Conflicts of Interest (COI):** COI, both academic and financial, may have serious implications and threaten the quality of research and its outcomes. The authors must declare all COI in writing to the ISAC and ethics committee and in the manuscripts.
2. All biomedical and health research must follow the National Ethical Guidelines for Biomedical Research involving Human Participants, 2017, and any amendments later on (Reproduced from https://main.icmr.nic.in/sites/default/files/guidelines/ICMR_Ethical_Guidelines_2017.pdf) and maintain research integrity in the conduct of research while ensuring the safety of research participants.
3. Permission of the Head of the Institution to conduct research should be taken prior to submission. Before initiating research, all required approvals must be obtained from various institute committees such as ISAC and the Institute Ethics Committee (IEC). For extramural projects, additional approvals from the Health Ministry's Screening Committee (HMSC), Central Drug Standard Control Organization (CDSCO), and Atomic Energy Regulatory Board (AERB) should be sought, as the case may be. Other applicable guidelines and regulations must also be followed. Registration with the Clinical Trial Registry-India (CTRI) is mandatory for clinical trials and desirable for other types of research to maintain transparency and accountability.
4. The Institute encourages faculty to apply for research grants from funding agencies. The research proposal for the same is to be routed by the Principal Investigator through the Head of the Department to the Dean (Research) to the Head of the Institution for Endorsement and subsequent submission to funding agencies. All the research grants/funds will be utilized after prior approval of the competent authority in accordance with the Institute, Government, and Funding Agency rules as amended from time to time.
5. To facilitate collaborative research, it may be necessary to execute suitable memoranda of understanding (MoU) related to institute/PI responsibilities, IPR issues, and material transfer agreements (MTA).
6. The investigator(s) must possess the necessary qualifications and relevant experience/training to collect reliable data, undertake accurate analysis, interpretation, and



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publication, and be competent to conduct the research. The research facilities and the data generated at the Institute belong to the Institute; therefore, permission from the Institute is required before the commencement of the project.

7. Research should undergo peer review in a time-bound manner, following principles of fairness, honesty, and maintaining confidentiality, and undertaken by competent reviewers.
8. Researchers should be sensitive to societal and cultural values, engage and improve public trust, undertake meaningful research for the benefit of society, be accountable for outcomes, and take necessary steps to protect participants from harm or risks.
9. Mentors should lead by example and devote sufficient time to guiding and ensuring that their trainees (Research Fellows, Associates, Postdoctoral Researchers, students, and others) conduct research honestly and ethically.
10. All raw data should be available and securely kept by the lead investigator that could be presented later (if needed).

11. Access to Research Data

- The Institute has the right to access research data or take custody of data performed at the Institute, under its auspices, or conducted using Institute facilities.
- When faculty members leave the Institute, they may take copies of research data for projects they have worked on. The primary research data must be retained at the Institute unless the Institution head specifically authorizes moving it to another institution.

12. There should be due considerations for data collection and ownership, plan for publication, translation of outcomes, and preservation of data for at least 3-5 years after study completion as it may be needed to confirm research findings, establish priority, or be re-analyzed by other researchers or for monitoring by sponsors or regulators. The present requirement is to maintain research records for three years in the case of biomedical and health research and 5 years for clinical trials as per regulatory requirements.
13. It is the responsibility of authors to guarantee that their research has been conducted authentically and in an ethical manner. The primary responsibility will lie with the PI for any scientific misconduct/fraud committed by them or staff employed/students involved in the study.
14. Informed consent should be obtained without an exception, or a waiver should be obtained from the Institute Ethics Committee (IEC).
15. Any form of research misconduct is unethical, including the following: plagiarism, data fabrication, falsification, manipulation of data or images/digital images/use of unreliable



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or duplicate images, exaggeration of results and interpretation, use of incorrect statistical tools, gift/ghost authorship, and so forth.

16. Authors must verify the authenticity of research results before publishing or disseminating information, particularly before communicating them outside the Institute.
17. Authors are obliged to adhere to the guidelines of the International Committee of Medical Journal Editors (ICMJE - <http://www.icmje.org/>), Committee on Publication Ethics (COPE - <https://publicationethics.org/>), research integrity, and authorship, and to guarantee that all authors who are involved in the publication or presentation have a substantial intellectual contribution. Collaborations, if any, may be declared at the time of dissertation/thesis/project initiation or when the collaboration evolves during the conduct of research, with the name and details of collaborators stated. Ghost authorship and gift authorship are not permitted. The contribution of each Author should be clearly identified. It is imperative that the roles of all authors are explicitly identified and justified.
18. All individuals who have made a considerable scientific contribution to the research, including permanent and contractual/temporary staff, should be appropriately acknowledged as authors. Misconduct/fraud will result if an investigator fails to adhere to the aforementioned regulations and obligations. Good ethical practices, as previously mentioned, should not be violated by authors.
19. The following principles should be followed for conducting Ethical Biomedical Research:
 1. **Respect for persons:** Protect the rights and welfare of research participants.
 2. **Beneficence:** Maximize benefits and minimize harm.
 3. **Justice:** Ensure fair selection and distribution of benefits and burdens.
 4. **Informed consent:** Obtain explicit consent from participants.
 5. **Confidentiality and privacy:** Protect personal information.
 6. **Risk-benefit assessment:** Weigh potential risks against benefits.
 7. **Independent review:** Submit research to ethics committees for review.
 8. **Transparency and accountability:** Disclose methods, results, and conflicts of interest.



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B. Practices to be avoided

The following practices shall be considered as Research misconduct and must be avoided at all cost:

- 2.B.1 Recording wrong observations/data
- 2.B.2 Doing incorrect analysis
- 2.B.3 Insufficient record keeping
- 2.B.4 Withholding the details of methods
- 2.B.5 Duplicate and sliced publications
- 2.B.6 Biased or post-hoc amendment of study design without informing the appropriate authorities
- 2.B.7 Overlooking or ignoring the previous work of others
- 2.B.8 Suppressing own data / dropping data points
- 2.B.9 Failure to Declare Conflict of Interest
- 2.B.10 Conscriptation of authorship without consent
- 2.B.11 Undeserved authorship (includes gaining authorship by power/ harassment).
- 2.B.12 Wrongful denial of authorship to deserving persons
- 2.B.13 Intentional negligence in the acknowledgment of previous work
- 2.B.14 Deliberate omission of known data that does not agree with the hypothesis
- 2.B.15 Passing another researcher's data as one's own
- 2.B.16 Publication of results without the consent of all the researchers
- 2.B.17 Repeated publication of too-similar results or reviews
- 2.B.18 Breach of confidentiality
- 2.B.19 Misuse of public funds (research grants) for unauthorized activities
- 2.B.20 Overlooking or ignoring others' use of flawed data



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2.B.21 Failure to obtain permission from appropriate Institute Scientific and Ethics Committees

2.B.22 Changing study design, methodology, project duration, etc., without the concurrence of the Institute Ethics Committee.

2.B.23 Failure to obtain informed consent from study participants (if waiver not obtained)

2.B.24 Ignoring supervisory duties, persuading, guiding, encouraging, or knowingly letting others indulge in fabrication, falsification, or plagiarism.

2.B.25 Illegal human experiments or works/procedures not approved by the Ethics Committee.

2.B.26 Unethical publication practices include submitting a manuscript to more than one journal, submitting to a predatory journal, duplicating publications, slicing publications, denying authorship to a deserving research team member, and gifting authorship.

2.B.27 Honest errors do not come under misconduct or fraud. However, it is the responsibility of the authors to prove it.



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3. Authorship

A. Authorship criteria

Authorship in a manuscript shall be as per the criteria prescribed by the International Committee of Medical Journal Editors (ICMJE) (Reproduced from <http://www.icmje.org/>). The ICMJE recommends authorship based on the following 4 criteria:

1. Substantial contributions to the conception or design of the work or the acquisition, analysis, or interpretation of data for the work; AND
 2. Drafting the work or revising it critically for important intellectual content; AND
 3. Final approval of the version to be published AND
 4. Agreement to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved.
- All those designated as authors should meet all the four above criteria, and all who meet the four criteria should be identified as authors. Those who do not meet all the four criteria should be acknowledged. These authorship criteria are intended to reserve the status of authorship for those who deserve credit and can take responsibility for the work. The criteria are not intended for use as a means to disqualify colleagues from authorship who otherwise meet authorship criteria by denying them the opportunity to meet criterion(s) 2 or 3. Therefore, all individuals who meet the first criterion should have the opportunity to participate in the review, drafting, and final approval of the manuscript.
 - The corresponding Author is responsible for communicating with the journal during manuscript submission, peer review, and publication. The corresponding Author must fulfill administrative requirements for the journal, including authorship, ethics committee approval, clinical trial registration, and disclosures of relationships and activities. Co-authors may be responsible for these tasks. During the submission and peer-review process, the corresponding Author should promptly respond to editorial queries and be available after publication to address critiques and assist with journal requests for data or information. To publish a PG thesis/dissertation in a journal, the guide must be the corresponding Author, with the student as the first Author.
 - Investigators will decide on authorship before submitting the piece for publication when working with a big multi-author group, such as in a registry. All group authors must meet



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four conditions, including approval of the final text, taking public responsibility, and trusting the accuracy and integrity of other authors. Individuals must also complete disclosure forms.

B. Author's responsibilities

i. General obligations

The Council of Science Editors outlines author obligations (source: <https://www.councilscienceeditors.org/resource-library/editorialpolicies/white-paper-on-publication-ethics/2-2-author-ship-and-authorship-responsibilities/>).

a) **Originality:** Authors must acknowledge the study's originality in their submission.

b) **Disclosures:** Authors must be transparent when meeting journal submission standards. Authors must disclose the originality of their content, their participation in the study, and any financial involvement or conflicts of interest.

c) **Funding sources:** Journals mandate writers list funding sources for their studies. If a study received intramural financing from AIIMS, authors must acknowledge the Institute, grant number, and approval date in the manuscript.

- Additionally, writers must mention all funding sources (government, corporate, etc.) and third-party products/services (e.g., materials, statistical analysis, scientific writing) used in research, analysis, or reporting.
- Items to disclose: employment, consultancies, stock ownership, honoraria, expert testimony, and patents.

ii. Case Reports

The impetus to write and publish a case report rests on the insight that a particular case offers significant novel/useful information regarding issues relating to diagnosis, therapy, disease evolution, pathogenesis, or outcome. In order to be considered for publication, such observations must be novel and contribute to the advancement of our knowledge of the disease in question.

Informed consent and confidentiality are the primary ethical concerns that arise during the composition of a case report.



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1. Consent for publication must be acquired from the individual or, in the case of children, their parent, or legal guardian if the manuscript submitted for publication of a case report contains any individual person's data in any form (including any personal details, pictures, or videos). It is generally advised to exercise additional caution, as it has been discovered that it is simpler to identify individuals from limited data than is commonly believed. Written informed consent for publication is required for all case report presentations.
2. Any images or photographs must safeguard the patient's anonymity. Patient identifiers, including the patient's name, medical record number, or date of birth, should not be visible in any images or photographs, including chest X-rays, CT scans, and MRIs. Images can be cropped to display only the focal point. Although a black strip is employed to conceal the eyes, it may not be entirely effective, particularly if the strip is small. It is advisable to consult with one or more individuals to determine whether the image is sufficiently anonymized.
3. All publications, including case reports, must disclose all financial and non-financial competing interests. The corresponding Author is responsible for ensuring that all co-authors have disclosed their competing interests.
4. The authorship of case reports should adhere to the ICMJE criteria as applied to other articles. At least one faculty member from the department who is involved in the diagnosis and management of the case, as well as a literature search, should be included in such reports.
5. In the event of a significant inter-departmental collaboration in the management of a patient, efforts should be made to involve the relevant department involved in the diagnosis and/or management of the case in drafting the case report. The Author who initiates the process of reporting a case should engage in discussion with the other departments involved in the case management at the time of planning and reach a consensus regarding the authors and their order.
6. All procedures should be carried out in accordance with approved ethical standards as per IEC BHR AIIMS Bilaspur guidelines.

iii. Studies involving research conducted through the examination of medical records

The authors of studies or articles that are based on the review of medical records should ensure that the following steps are taken:



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1. Formal permission from the investigating/treating department or unit should be obtained in writing from the HOD/ Faculty in charge before data is obtained from the Medical Records Department.
2. The data of subjects should be kept anonymous.
3. In order to prevent bias or selective reporting and to enhance the credibility and reliability of the data and results, it is recommended to avoid collecting data from incomplete records.
4. Authorship and order should be determined at the planning stage of the study, and all authors must satisfy the ICJME criteria.

iv. Research conducted at AIIMS Bilaspur

- a) All data collected by a person while working at AIIMS Bilaspur belongs to the Institute and not to the individual who collected these data. Hence, no staff member has a right to publish any data collected while at AIIMS Bilaspur after they have left the Institute, except with the permission of the Institute.
- b) The name of the institution mentioned against an author's name on a manuscript is based on the place where they carried out the work and not the one where the person is working when the manuscript is written or submitted to a journal. Thus, (i) if a faculty member or resident working at AIIMS Bilaspur submits a manuscript to a journal based on work done in another institution before they joined AIIMS Bilaspur, the author affiliation should be indicated as the previous institution and not AIIMS Bilaspur. Any failure to do so is a misrepresentation of facts and research misconduct. (ii) If a faculty member or resident leaves the institution and is included as an author in a paper, their affiliation should be indicated as AIIMS Bilaspur and not their new place of work.

v. Inappropriate Authorship

Unethical practices related to authorship issues are prevalent and have the potential to undermine the credibility of the scientific community. To mitigate such complications, this document establishes the Institute's policies regarding research malfeasance, publication practices, and authorship.

Inappropriate authorship includes guest authorship, honorary or gift authorship, and ghost authorship. The following categories of 'authorships' are considered unethical and should be avoided at all costs (Reproduced from <https://www.councilscienceeditors.org/> resource



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library/editorial-policies/white-paper-on-publication-ethics/2-2-authorship-and authorship-responsibilities/):

a) **Guest Authorship:** authorship based solely on an expectation that the inclusion of a particular name will improve the chances that the manuscript will be published or increase the perceived status of the publication. The "guest" author makes no discernible contributions to the study and often meets none of the criteria for authorship.

b) **Honorary or Gift Authorship:** authorship based solely on a tenuous affiliation with a study. An example is "authorship," based on one's position as the head of a department in which the study took place.

c) **Ghost Authorship:** Ghost authors participate in research, data analysis, and/or writing of a manuscript but are not named or disclosed in the author byline or Acknowledgments. Examples of ghost authors include undisclosed contributors who are employees of pharmaceutical or device companies, medical writers, marketing and public relations writers, and junior staff writing for elected or appointed officials. Any person who contributes substantially to a manuscript should be listed in the authors' list, if appropriate, or in the acknowledgments, along with the individuals' institutional affiliations, if relevant.

d) **Authorship for Sale:** Some instances have been reported in which non-authors have attempted to buy authorship from an author of a paper, at times after the paper has been invited for revision or provisionally accepted.

e) **Authorship for spouses and relatives:** It is unethical to lend authorship to one's spouses, children, parents, relatives, or close friends unless they meet authorship criteria.

vi. Inappropriate research association

Publishing in predatory journals, attending fake conferences, and accepting fake awards amount to inappropriate research associations.

Predatory publishing practices allow bad research that is poorly peer-reviewed or published without peer review to be published alongside real science that is rigorously reviewed, thus obscuring scientific truth. Researchers are advised to avoid publishing articles in such journals.

Predatory journals have been referred to as "low quality, amateurish, and often unethical academic publishing that is usually Open Access (OA)." by Berger M [Everything you ever wanted to know about predatory publishing but were afraid to ask. Chicago: American Library Association; 2017. Available:

www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2017



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[EverythingYouEverWantedtoKnowAboutPredatoryPublishing.pdf)]. A set of evidence-based salient features of journals suspected to be predatory have been proposed by Shamseer *et al.* [Potential predatory and legitimate biomedical journals: can you tell the difference? A cross-sectional comparison. BMC Med 2017;15:28]. These are only indicative and not always true.

- The scope of interest includes non-biomedical subjects with biomedical topics.
- The website contains errors in spelling and grammar.
- Images are distorted and intended to look like something they are not or are unauthorized.
- The language on the home page targets authors.
- The Index Copernicus Value or another invalid measure of journal quality is promoted on the website.
- There is no description of the process for handling manuscripts.
- The website requests that manuscripts should be submitted via email.
- Rapid publication is promised (often 'paid publication').
- There is no retraction policy.
- Information on whether and how journal content will be digitally preserved is absent.
- Journals that claim to be open access either retain the copyright of the published research or fail to mention copyright policy.
- The contact email address is nonprofessional and not affiliated with a journal.

The details of such predatory journals can be accessed at <https://beallslist.net>

Similarly, there are "**predatory conferences**," named after the more well-known sister industry of "predatory publishing," where typically open-access model publications accept submissions without a proper peer review process but with an unreasonable publication price. Faculty are advised to check the authenticity of such predatory conferences before they register, attend, or present their research and academic work at these since such participation brings disrepute to the parent institution and the individual. Accepting **fake awards** from dubious organizations is unethical and condemnable and will not count towards conferences attended or publications in conference proceedings.



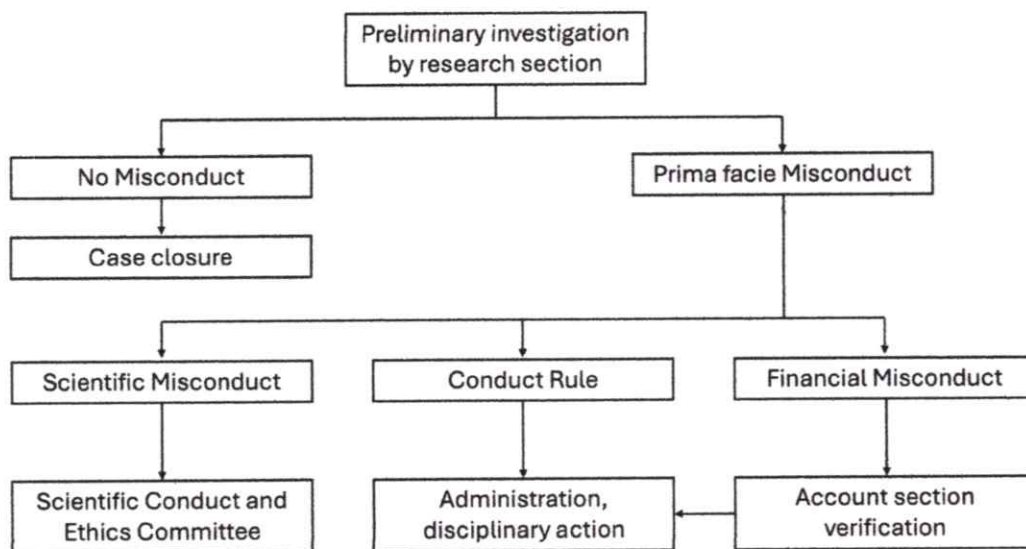
4. Complaints and redressal

A '**Committee for Scientific Conducts and Ethics**' **AIIMS Bilaspur** has been constituted. It will be responsible for preliminarily investigating a complaint regarding the conduct, presentation, or publication of research upon receipt of direction from the Executive Director.

If any complaints or conflicts arise regarding the conduct, presentation, or publication of research, they may be brought to the attention of the Committee for Scientific Conducts and Ethics, which has the authority to address and resolve the matter. The competent authority will take a decision on whether the complaint so received needs to be inquired into or not. The committee should receive a written complaint that has been signed in its entirety and is in its original form. Complaints/information can be entertained from the 'identified' individuals. Anonymous complaints are not to be entertained. The committee will submit the report to the competent authority for consideration and appropriate action.

Any PI/co-PI/investigator (**respondent**- against whom complaint of research misconduct) who is not satisfied with the Committee for Scientific Conducts and Ethics recommendations can appeal, within 60 days, to the competent authority for Grievance Redressal. The appeal should be based on merits, clearly bringing out facts and supporting evidence that were not taken into consideration by the Committee for Scientific Conducts and Ethics. The decision of the competent authority shall be final and binding on all sides.

A. Complaint Resolution Procedure





अखिल भारतीय आयुर्विज्ञान संस्थान, बिलासपुर हिमाचल प्रदेश-१७४०३७

All India Institute of Medical Sciences, Bilaspur Himachal Pradesh-174037

<https://aiimsbilaspur.edu.in>

E-mail: - office.dean.research@aiimsbilaspur.edu.in



B. Penalties

The punitive measure will be proportional to the severity of the misconduct, including large-scale fraud, small-scale fraud, major mistake (intentional), and minor mistake (intentional). Additionally, engaging in unethical practices may result in the denial of research funding or students or the exclusion from career advancement and disciplinary action under CCS Conduct rules for lack of integrity, false documentation, and acts unbecoming of an officer. Penalties will not be imposed for errors that are unintentional or honest.



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सत्यमेव जयते

5. Guiding documents

1. International Committee of Medical Journal Editors (ICMJE - <http://www.icmje.org/>)
2. Committee on Publication Ethics (COPE - <https://publicationethics.org/>)
3. ICMR policy on Research Integrity and Publication Ethics (https://ethics.ncdirindia.org//asset/pdf/ICMR_PRIPE2019.pdf)
4. The Council of Science Editors (<https://www.councilscienceeditors.org/resource-library/editorialpolicies/white-paper-on-publication-ethics/2-2-author-ship-and-authorship-responsibilities/>).
5. Berger M. Everything you ever wanted to know about predatory publishing but were afraid to ask. Chicago: American Library Association; 2017. Available: www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2017/EverythingYouEverWantedtoKnowAboutPredatoryPublishing.pdf)
6. Shamseer L, Moher D, Maduekwe O, et al. Potential predatory and legitimate biomedical journals: can you tell the difference? A cross-sectional comparison. BMC Med 2017; 15:28.
7. University Grants Commission's Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions Regulations, 2018 (https://www.ugc.gov.in/pdfnews/7771545_academic-integrityRegulation2018.pdf)
8. Central Civil Services (Conduct) rules. 1964 (updated). Available at https://dopt.gov.in/sites/default/files/CCS_Conduct_Rules_1964_Updated_27Feb15_0.pdf
9. CSIR guidelines for Ethics in research and governance. 2020. Available at https://www.ccmb.res.in/newsfiles/year-2020/csir_ethics_2020.pdf