



Code of Scientific and Scholarly Conduct

(from: 212 FW 7.7, Scientific Integrity and Scholarly Conduct)

Service employees and volunteers must abide by the following code of scientific and scholarly conduct to the best of their ability:

- ☞ I will act in the interest of the advancement of science and scholarship for sound decisionmaking by using the most appropriate, best available, high quality scientific and scholarly data and information to support the mission of the Service.
- ☞ I will communicate the results of scientific and scholarly activities clearly, honestly, objectively, thoroughly, accurately, and in a timely manner.
- ☞ I will be responsible for the resources entrusted to me, including equipment, funds, my time, and the employees I supervise.
- ☞ I will adhere to the laws and policies related to protection of natural and cultural resources and to research animals and human subjects while conducting science and scholarship activities.
- ☞ I will not engage in activities that put others or myself in an actual or apparent conflict of interest.
- ☞ I will not intentionally hinder the scientific and scholarly activities of others or engage in scientific and scholarly misconduct.
- ☞ I will clearly differentiate among facts, personal opinions, assumptions, hypotheses, and professional judgment in reporting the results of scientific and scholarly activities and characterizing associated uncertainties in using those results for decisionmaking, and in representing those results to other scientists, decisionmakers, and the public.
- ☞ I will protect, to the fullest extent allowed by law, the confidential and proprietary information provided by individuals, communities, and entities whose interests and resources are studied or affected by scientific and scholarly activities.
- ☞ I will be responsible for the quality of the data I use or create and the integrity of the conclusions, interpretations, and applications I make. I will adhere to appropriate quality assurance and quality control standards, and not withhold information that might not support the conclusions, interpretations, and applications I make.
- ☞ I will be diligent in creating, using, preserving, documenting, and maintaining scientific and scholarly collections, records, methodologies, information, and data in accordance with Federal and Departmental policy and procedures.
- ☞ I will adhere to accepted standards (e.g., those of the National Science Foundation) for treatment of animals and plants used in science and scientific management of fish and wildlife and their habitats.

In addition, scientists and scholars must abide by the following to the best of their ability:

- ☞ I will place quality and objectivity of scientific and scholarly activities and reporting of results ahead of personal gain or allegiance to individuals or organizations.
- ☞ I will maintain scientific and scholarly integrity and will not engage in fabrication, falsification, or plagiarism in proposing, performing, reviewing, or reporting scientific and scholarly activities and their products.
- ☞ I will fully disclose methodologies used, all relevant data, and the procedures for identifying and excluding faulty data.
- ☞ I will adhere to appropriate professional standards for authoring and responsibly publishing the results of scientific and scholarly activities and will respect the intellectual property rights of others.
- ☞ I will welcome constructive criticism of my scientific and scholarly activities and will be responsive to their peer review.
- ☞ I will provide constructive, objective, and professionally valid peer review of the work of others, free of any personal or professional jealousy, competition, non-scientific disagreement, or conflict of interest. I will substantiate comments that I make with the same care with which I report my own work.

In addition, decisionmakers must abide by the following to the best of their ability:

- ☞ I will do my best to support the scientific and scholarly activities of others and will not engage in dishonesty, fraud, misrepresentation, coercive manipulation, censorship, or other misconduct that alters the content, veracity, or meaning or that may affect the planning, conduct, reporting, or application of scientific and scholarly activities.
- ☞ I will offer respectful, constructive, and objective review of my employees' scientific and scholarly activities and will encourage them to obtain appropriate peer reviews of their work. I will respect the intellectual property rights of others and will substantiate comments that I make about their work with the same care with which I carry out and report the results of my own activities.
- ☞ I will adhere to appropriate standards for reporting, documenting, and applying results of scientific and scholarly activities used in decisionmaking and ensure public access to those results in accordance with Departmental and Service policy and established laws.