



UNIVERSITY *of* NEW HAMPSHIRE

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What practices will help lab leaders to foster vigilance regarding PR and biosecurity among their lab staff?

- Contextual instruction; current reports
- Sharing concept of global scientific community
- Importance of self-regulation in sciences
- Concept of a code of ethics



What types of behavioral changes should raise red flags in terms of reliability or biosecurity?

- Very difficult to categorize
- Be cautious in attempting to develop a “profile”
- Consider “informational screening” as preemptive measure



To whom should it be reported?

- Consider an independent office, an ombudsperson; someone who can provide a context, respond to questions
- If formal reporting, strive to engage the appropriate person closest to the situation, e.g., PI, department chair,
- Be familiar in advance with institutional policy
- Recognize that once a formal report is made, individual may no longer have a say in the ensuing process



What protections should be in place for the reporter? The subject of the report?

- Institutions likely to have policies in place; they may be difficult to enforce in many situations
- Importance of a strong screening process before moving ahead with complaint
- Recognize that whistleblowing is often associated with undesirable consequences for reporter
- Recognize the multiple and at times conflicting ethical issues involved in the decision to report
- Finding alternative approaches, whenever possible



How can frivolous or retaliatory reporting be discouraged?

- Mandatory instruction for graduate students, highly recommended instruction for others on the basic concepts of research integrity, whistleblowing, and related issues



How can institutions dispel any social stigma associated with reporting concerning behaviors?

- Difficult to achieve
- Thus, important to have safeguards in place to screen complaints and proceed only with those that are appropriately vetted



What legal implications should an employer consider in implementing a peer-reporting program?

- Defer to legal experts
- Issues of counter-complaints and possibility of slander and libel charges against reporter



What are the best ways to protect the rights of a person who is reporting the concerning behavior of a supervisor or other superior?

- Put into place procedures for handling such cases before they arise
- Have strong informational/advisory system in place for the potential reporter
- Have a mechanism for relocating affected students or postdocs, if at all possible
- Restrict role of subject of the report in decisions affecting reporter, if allegations are confirmed



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