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POLICY REGARDING THE INTEGRITY, FAIRNESS AND PROFESSIONALISM IN ALL TEACHING RELATED ACTIVITIES

Nishtar Medical University

1. Purpose

This policy is designed to uphold the principles of integrity, fairness, and professionalism in all teaching-related activities at the Nishtar Medical University. It ensures an equitable, transparent, and ethical environment for students, faculty, and staff to foster trust, academic excellence, and responsible medical education.

2. Scope

This policy applies to:

- Faculty members and instructors (including visiting or part-time staff).
- Students across all programs (undergraduate, postgraduate, and research).
- Academic administrators and support staff involved in teaching processes.

3. Core Principles

To ensure a culture of fairness and integrity in teaching, the following principles will guide the institution's actions:

1. **Honesty and Transparency:** Faculty must teach with honesty, communicate expectations clearly, and share accurate course-related information.
2. **Fair Treatment:** All students will receive equal opportunities without bias regarding gender, ethnicity, religion, or academic ability.
3. **Professional Ethics:** Teachers will exhibit professionalism, avoiding favoritism, discrimination, or misuse of authority.
4. **Accountability:** Faculty members are responsible for maintaining ethical standards in assessment, feedback, and mentorship.
5. **Equity in Learning:** Academic resources and support will be made equally accessible to all students to promote fairness.

4. Responsibilities

Faculty Responsibilities

- Maintain academic honesty by designing assessments that are fair, unbiased, and free from favoritism.
- Provide constructive, timely, and impartial feedback to students.
- Ensure teaching material and examinations align with the approved curriculum.
- Promote critical thinking and discourage plagiarism or unethical practices.
- Exhibit respect and empathy when addressing students' academic or personal challenges.

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Student Responsibilities

- Adhere to ethical academic practices, including avoiding plagiarism, cheating, or unfair collaboration.
- Respect the teaching process and engage actively in learning.
- Report any instances of bias, unfairness, or unethical behavior observed in the system.

Administration Responsibilities

- Establish an oversight committee to monitor integrity in teaching and address any complaints or grievances.
- Facilitate professional development programs to train faculty in ethical teaching practices.
- Ensure impartial mechanisms are in place to assess teaching quality, fairness, and effectiveness.

5. Mechanisms for Implementation

1. Code of Conduct for Faculty and Students:

- Faculty and students must sign an integrity declaration at the start of each academic term.
- Violations of the code will result in disciplinary action as outlined in institutional regulations.

2. Fair Assessment Policy:

- Exams, assignments, and assessments will be blind-reviewed where feasible to avoid bias.
- Clear rubrics and marking schemes will be shared with students.

3. Integrity Training Programs:

- Periodic workshops and seminars will be conducted to raise awareness about ethical teaching and academic fairness.

4. Grievance Redressal System:

- A confidential platform will be available for students or staff to report unfair practices or ethical breaches.
- Reported cases will be investigated by the Fairness and Integrity Committee within a defined timeline.

6. Monitoring and Accountability

- The Office of Academic Affairs will conduct annual audits of teaching practices and assessments.
- Feedback surveys will be collected from students to evaluate fairness, quality, and integrity in teaching.
- Violations will be addressed with appropriate disciplinary measures, ranging from warnings to removal, based on severity.

7. Compliance

Failure to comply with this policy may result in penalties, including but not limited to:

- Formal warnings

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- Suspension or termination of faculty or administrative duties
- Disciplinary action against students, including academic penalties

POLICY ON INTEGRITY AND FAIRNESS IN LEARNING

Nishtar Medical University

1. Purpose

The purpose of this policy is to promote and uphold the principles of integrity, fairness, and accountability within the learning environment at the Medical University. The policy aims to create a supportive, transparent, and ethical academic atmosphere where all students are provided with equal opportunities to learn, excel, and develop as responsible medical professionals.

2. Scope

This policy applies to:

- All students enrolled in undergraduate, postgraduate, and research programs.
- Faculty, mentors, and academic staff who facilitate student learning.
- Academic administrators and support units involved in the student learning process.

3. Core Principles

To instill integrity and fairness in learning, the following principles will guide the institution's academic practices:

1. **Academic Integrity:** Students must commit to honest academic conduct, avoiding cheating, plagiarism, or other unethical practices.
2. **Fair Opportunities:** All students must have equal access to learning resources, mentorship, and assessments without discrimination.
3. **Accountability:** Students are responsible for their learning, ethical conduct, and professional behavior.
4. **Transparency:** Learning outcomes, expectations, and assessment criteria will be clearly communicated.
5. **Supportive Learning Environment:** The institution will ensure a safe, inclusive, and respectful academic space for all students.

4. Student Responsibilities

To uphold integrity and fairness in learning, students are expected to:

1. **Maintain Academic Honesty:**
 - Submit original work and properly cite references in assignments, projects, and research.
 - Avoid plagiarism, cheating, or falsification of data in all academic submissions.

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- Refrain from unauthorized collaboration in assessments.
2. **Engage Actively in Learning:**
 - Participate fully in classes, labs, and clinical rotations.
 - Prepare for and complete assignments, exams, and other academic activities responsibly.
 - Respect faculty and peers in the academic setting.
 3. **Adhere to Institutional Policies:**
 - Follow all rules regarding examinations, attendance, and submission deadlines.
 - Report observed instances of dishonesty or unfair practices through proper channels.

5. Institutional Responsibilities

To foster integrity and fairness in learning, the Medical University will:

1. **Promote Awareness and Training:**
 - Conduct periodic orientation sessions and workshops on academic integrity for all students.
 - Provide guidance on ethical research practices, proper citations, and avoiding plagiarism.
2. **Ensure Fair Learning Opportunities:**
 - Make academic resources (libraries, research tools, study materials) equally accessible to all students.
 - Offer academic and emotional support through mentorship and counseling programs.
3. **Develop Clear Assessment Criteria:**
 - Ensure that assessments (exams, assignments, and projects) are fair, unbiased, and aligned with learning outcomes.
 - Provide students with clear grading rubrics and timely, constructive feedback.
4. **Address Grievances Promptly:**
 - Implement a Grievance Redressal Mechanism where students can report unfair practices, discrimination, or violations of academic integrity.
 - Establish a Fairness Committee to investigate and resolve issues impartially.
5. **Encourage Self-Accountability:**
 - Require students to sign an Integrity Pledge at the beginning of each academic year affirming their commitment to ethical learning practices.

6. Mechanisms for Ensuring Compliance

1. **Plagiarism and Cheating Detection:**
 - Implement software tools and manual checks to detect plagiarism or academic dishonesty.
2. **Transparent Reporting System:**
 - Students can report unfair treatment, academic misconduct, or bias anonymously to the designated office.
3. **Fair Investigation Process:**

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- Reported cases will be reviewed by the Integrity and Fairness Committee following due process.
- Students involved will be given a chance to explain their position before any action is taken.

4. Corrective Actions:

- Instances of academic misconduct will result in disciplinary actions ranging from warnings to suspension, based on severity.

7. Monitoring and Review

- The Office of Academic Affairs will monitor compliance with this policy through regular reviews of academic practices and student feedback.
- An Annual Integrity Report will be published to highlight efforts, achievements, and challenges in fostering integrity and fairness in learning.
- The policy will be reviewed and updated annually to address evolving academic needs and challenges.

8. Compliance and Penalties

- Violations of this policy by students will be dealt with according to the university's disciplinary code, which may include:
- Warnings and mandatory academic integrity training.
- Reduced grades or nullification of assessments.
- Suspension or expulsion in severe cases of misconduct.

POLICY ON INTEGRITY AND FAIRNESS IN RESEARCH

Nishtar Medical University

1. Purpose

The purpose of this policy is to promote a culture of integrity, fairness, and ethical conduct in all research activities carried out within the Medical University. This policy ensures that research conducted by faculty, students, and staff upholds the highest standards of honesty, transparency, accountability, and scientific rigor.

2. Scope

This policy applies to:

- Faculty, researchers, and students involved in research activities.
- Research supervisors, principal investigators (PIs), and co-investigators.
- Technical staff, research assistants, and administrative personnel supporting research.
- Institutional research committees, ethical review boards, and related governance bodies.

3. Core Principles

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The following principles guide this policy to ensure fairness and integrity in research:

1. **Research Honesty:** All research activities must be conducted with accuracy, truthfulness, and transparency.
2. **Accountability:** Researchers are responsible for the ethical conduct of their research.
3. **Fair Collaboration:** Contributions by all team members must be recognized fairly.
4. **Avoidance of Misconduct:** Research misconduct such as plagiarism, fabrication, falsification, or unethical practices will not be tolerated.
5. **Ethical Standards:** All research must adhere to national and international ethical guidelines, particularly for clinical and human subject research.

4. Responsibilities

Researchers' Responsibilities All researchers must:

- Conduct research with integrity, ensuring data accuracy, transparency, and honesty.
- Properly cite and acknowledge the work of others.
- Avoid plagiarism, falsification, fabrication, and redundant publications.
- Maintain comprehensive and accurate research records, which are available for review upon request.
- Follow all ethical guidelines for human and animal research, including securing approvals from the Institutional Review Board (IRB).
- Recognize and give credit to all contributors fairly in publications and reports.
- Disclose any conflicts of interest that may influence research outcomes.

Supervisors' Responsibilities Research supervisors and PIs must:

- Guide and mentor students and junior researchers on ethical research conduct.
- Ensure that research projects under their supervision comply with institutional, national, and international ethical standards.
- Monitor research progress to avoid any unethical practices or data manipulation.
- Support fairness in authorship, ensuring contributors receive appropriate recognition.

Institutional Responsibilities The Medical University will:

- Provide training and awareness programs on research integrity and ethical conduct.
- Establish clear guidelines for research ethics, authorship, conflict of interest, and intellectual property rights.
- Implement mechanisms for the ethical review of all research proposals through the Institutional Review Board (IRB) and ethics committees.
- Provide access to tools for plagiarism detection, research data validation, and publication ethics.
- Enforce consequences for research misconduct through transparent investigative and disciplinary procedures.

5. Mechanisms for Ensuring Integrity and Fairness

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1. **Ethical Review Process:** All research involving human participants, animals, or sensitive data must secure approval from the Institutional Review Board (IRB) or relevant ethics committees.
2. **Training and Awareness:** Mandatory training programs on research ethics, integrity, and data management for all faculty, students, and staff involved in research.
3. **Plagiarism Detection:** Use of software tools to detect and prevent plagiarism in theses, research articles, and reports.
4. **Authorship Guidelines:** Establish clear criteria for authorship based on meaningful contributions to research design, data collection, analysis, and manuscript preparation.
5. **Conflict of Interest Declaration:** Researchers must disclose any conflicts of interest, including financial, institutional, or personal biases that could affect research outcomes.
6. **Data Management and Sharing:** Researchers are required to maintain accurate research records and share data responsibly while protecting participants' privacy and confidentiality.
7. **Whistleblower Mechanism:** Provide a confidential and safe platform for reporting suspected research misconduct or unethical practices.
8. **Investigation of Misconduct:** Allegations of research misconduct will be investigated promptly and impartially by a Research Integrity Committee. Appropriate penalties will be applied based on the severity of the violation.

6. Consequences of Research Misconduct

Research misconduct, including plagiarism, data fabrication, falsification, or unethical behavior, will result in disciplinary actions such as:

- Formal warnings and mandatory ethics training.
- Withdrawal of research funding or disqualification from future projects.
- Retraction of published work and reporting to relevant authorities or journals.
- Termination of employment or expulsion (in the case of students) for severe or repeated violations.

7. Monitoring and Review

- The Office of Research Affairs will monitor compliance with this policy and conduct periodic audits of research practices.
- Annual reports on research integrity will be presented to the university leadership, highlighting compliance, achievements, and areas for improvement.
- The policy will be reviewed annually to address emerging challenges or updates in ethical research guidelines.

8. Compliance

All researchers, faculty, and students are required to comply with this policy. Failure to do so will result in appropriate disciplinary measures as per institutional regulations.

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POLICY ON INTEGRITY AND FAIRNESS IN PUBLICATION

Nishtar Medical University

1. Purpose

The purpose of this policy is to ensure that all publications produced within the Medical University reflect the principles of integrity, fairness, transparency, and ethical conduct. This policy aims to establish a standard framework for ethical research dissemination and authorship practices, ensuring all contributors receive due credit and the integrity of academic work is upheld.

2. Scope

This policy applies to:

- Faculty, researchers, students, and staff involved in publishing research findings.
- Institutional research centers, journals, and publication review bodies.
- Collaborative research teams, co-authors, and external partners.

3. Core Principles

The policy is based on the following guiding principles:

1. **Integrity:** Research publications must reflect honesty, accuracy, and transparency in reporting methods, results, and interpretations.
2. **Fair Authorship:** Credit must be given to individuals who have made substantial contributions to the work.
3. **Avoidance of Misconduct:** Practices such as plagiarism, falsification, fabrication, redundant publication, and ghost authorship are strictly prohibited.
4. **Transparency:** Conflicts of interest, funding sources, and research limitations must be disclosed.
5. **Ethical Compliance:** All publications must comply with institutional, national, and international guidelines for research ethics.

4. Responsibilities

Authors' Responsibilities Authors must:

1. **Ensure Originality:** Submit original work that has not been published elsewhere or is under consideration for publication in another venue. Properly cite and acknowledge the work of others.
2. **Avoid Research Misconduct:** Refrain from plagiarism, falsification, fabrication, and duplicate submission. Accurately present data, results, and methods without manipulation or omission.
3. **Adhere to Fair Authorship Practices:** List authors based on their meaningful contributions to research design, execution, analysis, and manuscript preparation. Ensure that all co-authors agree to the final version of the manuscript before submission. Avoid

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ghost authorship (uncredited contributions) or honorary authorship (unwarranted authorship credit).

4. **Disclose Conflicts of Interest:** Declare any financial, personal, or institutional conflicts of interest that could influence the research.
5. **Acknowledge Contributions and Funding:** Clearly acknowledge all funding sources, research support, and technical contributions in the publication.
6. **Comply with Ethical Standards:** Follow ethical guidelines for human and animal studies, ensuring prior approval from the Institutional Review Board (IRB). Protect the confidentiality and privacy of research participants.

Institutional Responsibilities The Medical University will:

1. **Promote Ethical Publication Practices:** Conduct periodic training on research integrity, authorship criteria, and ethical publication practices.
2. **Provide Tools for Compliance:** Offer access to plagiarism detection software, data validation tools, and editorial support.
3. **Establish Clear Guidelines for Authorship:** Ensure authorship criteria align with international standards, such as those defined by the International Committee of Medical Journal Editors (ICMJE).
4. **Monitor and Investigate Misconduct:** Establish a Publication Ethics Committee to investigate allegations of research misconduct, including plagiarism, duplicate publication, and unethical authorship practices.
5. **Support Whistleblower Protection:** Implement mechanisms for researchers or staff to report unethical practices confidentially without fear of retaliation.
6. **Ensure Transparency in Institutional Journals:** Institutional journals and publications must adhere to ethical publishing standards and peer-review practices.

5. Mechanisms for Ensuring Integrity and Fairness

1. **Authorship Criteria and Agreement:** Authorship will be based on significant intellectual contributions to the work. All authors must approve the final manuscript and take responsibility for its integrity. A written Authorship Agreement will document roles, contributions, and approval.
2. **Plagiarism Detection:** All manuscripts will undergo plagiarism checks using institutional tools before submission to journals.
3. **Data Transparency:** Authors are required to maintain raw data and make it available for verification upon request, ensuring data accuracy and reproducibility.
4. **Conflict of Interest Declaration:** All authors must submit a Conflict of Interest Statement during manuscript submission, identifying any funding, affiliations, or relationships that could bias the work.
5. **Peer-Review Process:** Institutional journals must follow double-blind peer-review processes to ensure fairness and impartial evaluation of submitted manuscripts.
6. **Publication of Ethical Approvals:** Ethical approval details for human and animal studies must be explicitly stated in all publications.

6. Addressing Research Misconduct

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Research misconduct related to publications will include:

1. **Plagiarism:** Copying another's work without proper acknowledgment.
2. **Data Falsification or Fabrication:** Altering or inventing data and results.
3. **Duplicate/Redundant Publication:** Submitting the same work to multiple outlets without transparency.
4. **Unethical Authorship Practices:** Exclusion of contributors, honorary authorship, or ghost authorship.

Reporting and Investigation

- Allegations of publication misconduct will be reported to the Publication Ethics Committee.
- A fair, confidential investigation will be conducted, and due process will be followed.

Consequences of Misconduct Violations of this policy will result in:

- Retraction of published work.
- Notification to journals, publishers, or funding agencies.
- Disqualification from future research funding or institutional support.
- Suspension or dismissal, depending on the severity of the misconduct.

7. Training and Awareness

- The university will organize workshops, seminars, and mandatory training on research ethics, publication integrity, authorship practices, and plagiarism prevention for all faculty, students, and research staff.

8. Monitoring and Compliance

- The Office of Research and Publications will monitor adherence to this policy and submit annual compliance reports to university leadership.
- Periodic reviews of institutional publication processes will ensure alignment with evolving ethical standards.

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3. **Avoidance of Misconduct:** Practices such as plagiarism, falsification, fabrication, redundant publication, and ghost authorship are strictly prohibited.
4. **Transparency:** Conflicts of interest, funding sources, and research limitations must be disclosed.
5. **Ethical Compliance:** All publications must comply with institutional, national, and international guidelines for research ethics.

4. Responsibilities

Authors' Responsibilities Authors must:

1. **Ensure Originality:** Submit original work that has not been published elsewhere or is under consideration for publication in another venue. Properly cite and acknowledge the work of others.
2. **Avoid Research Misconduct:** Refrain from plagiarism, falsification, fabrication, and duplicate submission. Accurately present data, results, and methods without manipulation or omission.
3. **Adhere to Fair Authorship Practices:** List authors based on their meaningful contributions to research design, execution, analysis, and manuscript preparation. Ensure that all co-authors agree to the final version of the manuscript before submission. Avoid

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ghost authorship (uncredited contributions) or honorary authorship (unwarranted authorship credit).

4. **Disclose Conflicts of Interest:** Declare any financial, personal, or institutional conflicts of interest that could influence the research.
5. **Acknowledge Contributions and Funding:** Clearly acknowledge all funding sources, research support, and technical contributions in the publication.
6. **Comply with Ethical Standards:** Follow ethical guidelines for human and animal studies, ensuring prior approval from the Institutional Review Board (IRB). Protect the confidentiality and privacy of research participants.

Institutional Responsibilities The Medical University will:

1. **Promote Ethical Publication Practices:** Conduct periodic training on research integrity, authorship criteria, and ethical publication practices.
2. **Provide Tools for Compliance:** Offer access to plagiarism detection software, data validation tools, and editorial support.
3. **Establish Clear Guidelines for Authorship:** Ensure authorship criteria align with international standards, such as those defined by the International Committee of Medical Journal Editors (ICMJE).
4. **Monitor and Investigate Misconduct:** Establish a Publication Ethics Committee to investigate allegations of research misconduct, including plagiarism, duplicate publication, and unethical authorship practices.
5. **Support Whistleblower Protection:** Implement mechanisms for researchers or staff to report unethical practices confidentially without fear of retaliation.
6. **Ensure Transparency in Institutional Journals:** Institutional journals and publications must adhere to ethical publishing standards and peer-review practices.

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2. **Plagiarism Detection:** All manuscripts will undergo plagiarism checks using institutional tools before submission to journals.
3. **Data Transparency:** Authors are required to maintain raw data and make it available for verification upon request, ensuring data accuracy and reproducibility.
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3. **Duplicate/Redundant Publication:** Submitting the same work to multiple outlets without transparency.
4. **Unethical Authorship Practices:** Exclusion of contributors, honorary authorship, or ghost authorship.

Reporting and Investigation

- Allegations of publication misconduct will be reported to the Publication Ethics Committee.
- A fair, confidential investigation will be conducted, and due process will be followed.

Consequences of Misconduct Violations of this policy will result in:

- Retraction of published work.
- Notification to journals, publishers, or funding agencies.
- Disqualification from future research funding or institutional support.
- Suspension or dismissal, depending on the severity of the misconduct.

7. Training and Awareness

- The university will organize workshops, seminars, and mandatory training on research ethics, publication integrity, authorship practices, and plagiarism prevention for all faculty, students, and research staff.

8. Monitoring and Compliance

- The Office of Research and Publications will monitor adherence to this policy and submit annual compliance reports to university leadership.
- Periodic reviews of institutional publication processes will ensure alignment with evolving ethical standards.


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