



## Ethics Code

### The Ethics Code

All members of Cranfield University are expected to act in accordance with the principles set out in this Code.

Council, Executive, Senate, their subsidiary committees and the wider management of the University are responsible for the promotion, implementation, and use of the Code.

The principles set out in this Code should be taken into account when making decisions at all levels of the University.

### Ethical Guidelines

It is impossible to devise a single set of rules to resolve every ethical dilemma that members of the Cranfield community may face. The principles in the Ethics Code should therefore guide the exercise of judgement in all cases. The following guidelines provide further information on how each principle should apply in practice, and lists some of the other policies and procedures by which individual issues are addressed.

### Decision making step-by-step

Three simple steps should be followed to identify and resolve the ethical implications of individual decisions and actions:

1. Consider whether what you plan to do is compatible with the principles in the Ethics Code. Further guidance is often available from existing policies, several of which are listed in the following text.
2. Ask yourself how you would explain your actions if you had to justify them to close friends and family, or if they were on the front page of a newspaper. What would be the impact on your reputation, or that of the University? How would you feel about asking someone else to do what you are proposing to do?
3. Seek advice from an appropriate person, such as a colleague or line manager, or the Cranfield University Research Ethics Committee. School and/or University Executive will consider dilemmas of particular difficulty where principles may conflict.

Where possible, keep a record of your decision making and the rationale behind it. Consider and record any conflicts of interest.

### The Principles

#### 1. Responsibility and Accountability

As Members of Cranfield University, we will:

- 1.1 embed the principle of individual responsibility at every level of the University's management and governance structures; and
- 1.2 raise concerns relating to ethical matters as they arise.

### Further Information

- [Corporate responsibility website](#)
- [Public Interest Disclosure Procedure](#)
- [Whistleblowing Policy](#) 🔒
- [Policy for the prevention of fraud](#) 🔒

## 2. Integrity

We will:

- 2.1 be honest and truthful;
- 2.2 act in accordance with all relevant legislation and statutory requirements;
- 2.3 declare interests and appropriately manage possible conflicts;
- 2.4 be transparent and consistent in our decision making;
- 2.5 maintain our independence in engaging with outside parties; and
- 2.6 conduct fundraising activities in line with the principles set out in the Ethics Code.

### Further Information

- [Anti-Bribery Policy](#) 🔒
- [Data Protection Policy](#) 🔒
- [Freedom of Information Policy](#)
- [Gaining Ethical approval](#) 🔒
- [Procurement Policy](#)
- [Student Complaints Procedure](#)
- [Disciplinary Procedure for Students](#) 🔒
- [Fundraising Policy](#) 🔒

## 3. Intellectual Freedom

We will:

- 3.1 protect individuals' freedom of expression; and
- 3.2 uphold the freedom to research and convey research findings.

### Further Information

- [Council Statement on Freedom of Speech](#)
- [Research Ethics Policy](#)
- [Cranfield University Research Ethics Committee \(CUREC\)](#) 🔒

## 4. Respect and Equality of Opportunity

We will treat all people with dignity and respect and ensure that no person will be treated less favourably because of their role at the University, age, disability, gender (including gender reassignment), race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity and social and economic background.

### Further Information

- [HR Policies \(including Equality, Diversity and Wellbeing\)](#) 🔒
- [Dignity at Work Policy](#) 🔒
- [Senate Handbook: Dignity at Study](#) 🔒
- [Senate Handbook: General Student Handbook](#) 🔒
- [Single Equality Scheme](#)
- [Student Charter](#)

## 5. Collegiality

In order to uphold our commitment to collegiality, we will promote within the University an inclusive and participatory working and social environment in which we encourage, support and behave appropriately to one another.

### Further Information

- [Senate Handbook: Disciplinary Procedures](#) 🔒
- [Senate Handbook: Dignity at Study](#) 🔒
- [Senate Handbook: General Student Handbook](#) 🔒
- [Senate Regulations \(Academic\)](#)
- [Dignity at Work Policy](#) 🔒
- [Student Charter](#)

## 6. Sustainability

We will minimise any negative impact they have on the natural and built environment by effectively managing our resources.

### Further Information

- [Cranfield Masterplan](#) 🔒
- [Environmental Policy](#)
- [Financial Regulations](#) 🔒

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