

Subject: CODE OF ETHICS		Issued By: ADMINISTRATION	
		Approved By: Kathleen R. Hurtado President & CEO	
Policy #: 310.1	Issue Date: March 31, 2006	Revised Date: July 5, 2008	Effective Date: July 5, 2008

Reference: Original Code of Ethics Policy dated 3-31-06 and USC's Code of Ethics dated 3-28-04 located here:
http://policies.usc.edu/policies/USC_Code_of_Ethics_2004.pdf

PURPOSE

To promote ethical behavior among HRA Staff Members in all activities.

POLICY

Consistent with the Code of Ethics at the University of Southern California, at Health Research Association, Inc., ethical behavior is predicated on a commitment to discharging our obligations to others in a fair and honest manner, and a commitment to respecting the rights and dignity of all persons. As Principal Investigators (PIs), Board Directors, Association Officers and Staff Members, we each bear responsibility not only for the ethics of our own behavior, but also for building HRA's stature as an ethical institution.

We recognize that the fundamental relationships upon which our Association is based are those between individual physicians and individual Research Participants. Such relationships are especially sacred and deserve special care that they not be prostituted or exploited for base motives or personal gain.

When we make promises as an Association, or as individuals who are authorized to speak on behalf of HRA, we keep those promises. We try to do what is right even if no one is watching us or compelling us to do the right thing.

We promptly and openly identify and disclose Conflicts of Interest on the part of Principal Investigators (PIs), Staff Members, Research Participants, Board Directors, and the Association as a whole, and we take appropriate steps to either eliminate such conflicts or ensure that they do not compromise the integrity of the individuals involved or that of the Association.

We nurture an environment of mutual respect and tolerance. As members of the HRA community, we treat everyone with respect and dignity, even when the values, beliefs, behavior, or background of a person or group is repugnant to us. These are the bedrocks of ethical behavior at HRA and the basis of civil discourse within our research community. Because we are responsible not only for ourselves, but also for others; we speak out against hatred and bigotry whenever and wherever we find them.

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We do not harass, mistreat, belittle, harm, or take unfair advantage of anyone. We do not tolerate plagiarism, lying, deliberate misrepresentation, theft, scientific fraud, cheating, invidious discrimination, or ill use of our fellow human beings – whether such persons be Research Participants, peers, superiors, subordinates, PIs, Board Directors, Sponsors, or members of the public.

We do not misappropriate HRA’s resources – or resources belonging to others which are entrusted to our care – nor do we permit any such misappropriation to go unchallenged.

We are careful to distinguish between legal behavior on the one hand and ethical behavior on the other, knowing that, while the two overlap in many areas, they are at bottom quite distinct from each other. While we follow legal requirements, we must never lose sight of ethical considerations.

Because of the special bonds that bind us together as members of a clinical research community, we have a protective duty as well as a fiduciary duty to one another. Our PIs, Association Officers and Staff Members are attentive to the well-being of one another and others who are entrusted to our care or who are especially vulnerable, including Research Participants and community outreach program participants (see also: HRA’s Considerate & Respectful Care Policy located here: <http://www.health-research.org/files/Considerate.pdf>).

By respecting the rights and dignity of others, and by striving for fairness and honesty in our dealings with others, we create an ethical Association of which we can all be proud.

RESPONSIBILITY

PIs and Study Teams
All Staff Members
Human Resources Department

REFERENCES

Code of Ethics of the University of Southern California, adopted by the Board of Trustees of the University of Southern California, March 28, 2004