

Code of Conduct

Updated Policy: <https://bmy-health.odoo.com/knowledge/article/87>

Purpose and Scope: This Code of Conduct embodies our steadfast commitment to transforming health systems through evidence-based decisions and innovation. Every member, employee, owners, consultants on panel, and interns must uphold these standards in their pursuit of work.

1. Commitment to Ethical Work

Adhere to the highest ethical standards in public health practice.

Follow research work using best ethical practices known internationally as well as locally.

Uphold absolute honesty, integrity, and transparency, at all steps of research.

2. Commitment to National Goals

Follow National Priorities in public health and research defined by regulatory authorities.

Support local collaborations and businesses besides promoting international collaborations.

3. Cultural Sensitivity and Community Engagement

Engage actively with communities, understanding their unique health and research needs.

Ensure interventions are culturally sensitive and resonate with the target community's values.

4. Promotion of Evidence-Based and Innovative care

Prioritize evidence-based methods in all decisions and interventions.

Encourage innovative thinking to drive transformative solutions for our problems.

5. Continuous & Collaborative Improvement and Growth

Share insights, knowledge, and best practices to nurture a culture of collective growth.

Commit to ongoing professional development aligned with the organization's mission and vision.

Adopt a continuous quality improvement approach in all steps.

6. Diversity and Inclusivity

Endeavor to create systems that ensure representation of all groups in service provision and utilization.

Ensure that all interventions and innovations cater to the diverse needs of the community.

Collaborate with interdisciplinary teams, valuing diversity in perspectives, and expertise.

7. Professionalism

Follow standards, practices, motives, and values expected of the medical profession in a conscientious, and business-oriented manner while at work. See [details of professionalism](#) as this value is highly valued at BMY Health and is expected from all members to continue working with us.

8. User-centered care

Follow best practices in care of service users and align programs with the needs/expectations of beneficiaries.

Maintain respect, transparency, and promote trust of service users in the organization. Empower the user by providing choices and give the relevant information regarding choices to make informed decisions.

9. Transparency

Cultivate an environment that encourages open dialogue and transparent communication.

Follow the [Rules of transparency](#) in all processes and workflows.

10. Accountability and Ownership

Be accountable for your decisions, actions, and their outcomes.

Be willing to be held more accountable in roles where you enjoy more autonomy (see the rules for [autonomy](#)).

Promptly report any deviations from this Code, or other applicable policies, unethical behaviors, or conflicts of interest.

11. Protection of Intellectual Property, and Confidential Information

Respect and protect the data privacy rights and intellectual property rights of service users, researchers, collaborators, and organization (see rules of [Data Privacy Rights](#) and [Intellectual Property Rights at BMY Health](#)).

12. Conflicts of interest

Disclose before starting work, wherever you have conflicts of interest with the organization work, clients, and business.

Align all endeavors with the vision, mission, and values of the organization and avoid prioritizing personal interests over organization's interests when using organization's resources.

13. Ethical and Legal Compliance

Follow all commitments made with the employer at the time of hiring, including Job Description mentioned in your contract, this code of conduct, [Anti-Harassment policy](#), [Timings and Leave policy](#), [Research and Collaboration Ethics](#).

Comply with all relevant guidelines, laws, and regulations in research and public health in the country.

Seek necessary approvals and permissions before initiating a new strategy.

Review and Amendments: This code of conduct will be reviewed annually or as needed. Any changes to the policy will be communicated to all employees in a timely manner.

Declaration: By becoming a part of BMY Health, all individuals affirm their commitment to this Code of Conduct, reflecting our shared mission and vision. Any breaches may lead to [disciplinary actions](#).

Developed by:

Dr. Bushra Anwar

Director Health Research

BMY Health