

Code of Conduct for Scientific Research Practice

The Royal Melbourne Zoological Gardens
Healesville Sanctuary
Werribee Open Range Zoo

1. Introduction

This Code of Conduct outlines the standards of research work expected by the Zoos Victoria (ZV) by all research workers employed, contracted or collaborating with the Board at any of its properties, utilising flora, fauna and habitat under its management, or conducting research off site.

2. Specific Requirements

General Principles

- Research workers should be committed to acceptable standards of professional conduct.
- Research work should conform to accepted ethical standards.
- Research methods and results should be open to scrutiny and debate by peers and through publications. This is an essential component of the research process.
- All research work should follow occupational health and safety standards.

Data Gathering, Storage and Retention

- Data must be recorded in a durable and appropriately referenced form.
- Original data should be safely held for periods of at least seven years.
- The research unit or department should establish a procedure for retention of original data.
- Zoos Victoria's Director of Wildlife Conservation and Science should be notified of the location, storage method and custodian of the original data.
- If required, data should be made available for discussion.
- Research workers should observe any requirements of confidentiality in relation to data.

Ownership of Intellectual Property and Patents

- All data collected as a result of research projects must be available to the ZV without restriction.
- When a research project results in a patentable invention, the researcher, the researcher's organisation and the ZV will negotiate the filing and maintenance of patents and the naming of inventors.

Publication

- Where there is more than one author of a publication, the authors should by consensus agree to a senior author who shall take overall responsibility for the publication.
- The senior author should ensure that students, research assistants, ZV staff and others that have contributed to the research are appropriately acknowledged.
- The criteria for authorship is as follows: a person who has participated in conceiving and/or executing and/or interpreting at least that part of the publication in a co-author's field of expertise.

Research Management

- All approved ZV Research work must have a nominated supervisor or research team contact. In most cases this will be the project leader. Collaborative research work should have both a ZV appointed research contact and a research contact representing the outside institution.
- It is the responsibility of all research workers to comply with this Code, ZV Policies, AEC and any other requirements made by the ZV.
- Overall management of the ZV research program shall be with the Director of Wildlife Conservation and Science.
- The project leader shall provide at least annual progress reports of the research work to the Director of Wildlife Conservation and Science.

- Copies or reprints of all published papers, reports, thesis, etc., arising out of the research must be lodged with the Director of Wildlife Conservation and Science within 30 days of publication or submission, in the case of unpublished reports and thesis.

Resolution of Disputes

- Any complaint of misconduct or other dispute arising during the course of the research project must be reported to the Director of Wildlife Conservation and Science as soon as possible in writing, setting out the details of the misconduct or dispute.
- The Director of Wildlife Conservation and Science shall investigate the complaint and, if warranted, shall refer the complaint to the Research Committee, who will determine the appropriate action to take.