

Research funder policies on bullying, harassment and research misconduct

In the recent years, several major research funders have issued policies on Bullying and Harassment. There are obligations for institutions within these policies and the practical steps we will have to take to comply are outline below.

Policies

The **Wellcome** Trust have recently issued their policy on [Bullying and Harassment](#). This policy forms part of their grant conditions and should be read and followed alongside their policies on [good research practice](#) and [research misconduct](#).

The **British Heart Foundation (BHF)** have published new policies on [bullying, harassment and misconduct in research](#), which form part of their standard grant terms and conditions.

The **Alzheimer's Research UK** have also published their [Bullying and Harassment policy](#).

Breast Cancer Now have also published their [Bullying and Harassment Policy](#)

Expectations

Wellcome expects the **organisations** it funds to they must confirm that the **lead applicant** (and sponsor and supervisor if relevant) of any grant application has not had an allegation of **bullying or harassment** upheld against them for which there is either a current formal disciplinary warning or an active sanction. If they have, Wellcome may reject the application.

In addition, organisations must inform **Wellcome** if a PI (or sponsor/supervisor) of an active grant has had an investigation into allegations of bullying and harassment opens against them.

BHF expects the **organisations** it funds to they must confirm that the **PI, supervisor, Co-I or named research staff** on any grant application has not had an allegation of **bullying, harassment or research misconduct** upheld against them for which there is either a current formal disciplinary warning or an active sanction. If they have, BHF may reject the application or ask for the relevant individual to be removed from it.

In addition, organisations must inform **BHF** if a **PI, supervisor, Co-I or named research staff** on an active application or grant has had an investigation into allegations of **bullying, harassment or research misconduct** opened against them.

Alzheimer's Research UK expects that the organisation will:

At application stage: confirm that there have been no findings of bullying or harassment upheld against the **Lead Applicant(s)** and **other participants** from the Host institution (**essentially any staff named or employed on the grant**), nor are they aware of any findings of bullying or harassment upheld against named participants from other institutions on the application proposed.

On an active grant: where a decision has been made to investigate formally an allegation of bullying or harassment against an individual named on the active grant, the Host Institution must inform the Head of Research.

Breast Cancer Now expects that the organisation will

At Application stage: When a Host Institution submits a grant application to Breast Cancer Now, it must disclose to Breast Cancer Now in writing full details of:

- Any live allegation or investigation concerning any Applicant, and
- Any allegation which has been upheld against any Applicant in the six years up to the date of the relevant grant application.

If there has been a finding of bullying or harassment, Breast Cancer Now may at its discretion reject the application or accept the application on the condition that the relevant individual(s) be removed from the Research.

During the term of the grant: If during the term of the Grant, a decision is made to formally investigate an allegation of bullying or harassment against a Participant involved in Research funded by a Grant, the Host Institution must inform Breast Cancer Now's Head of Research Funding in writing.

Practical compliance steps

If the PI has any active warnings or sanctions, they should contact the Wellcome Trust, British Heart Foundation, Alzheimer's Research UK or Breast Cancer Now directly, in confidence, to discuss their situation before beginning an application. In these cases, Research Services should be informed only if an application is allowed to proceed.

The organisation has to confirm at application stage that there are no active warnings or sanctions for the relevant staff. Research Services, as the official institutional signatories for grant applications, will therefore have to confirm with this with HR. If the PI is new to the organisation, Research Services and HR may have to check with the previous employer. Research Services staff essential to processing the application will only receive yes/no information from HR and never any further details.

HR will review a list of Wellcome Trust, BHF and ARUK grants on a 6 monthly basis and inform those funders if any disciplinary investigations into bullying, harassment or research misconduct have been opened.

Other funders may adopt similar policies in the future and we will share an updated list as and when it happens.

If you have any concerns or queries about these funder policies and our internal processes, please contact [Dr Anne-Marie van Dodeweerd](#), Director of Research Services.

Version control

Version	Keeper	Reviewed	Approved by	Approval date
1.0	Research Services	Annually	Anne-Marie van Dodeweerd	October 2021
