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## Speak Up: Nurturing a Culture of Responsible Conduct of Research

Grace Kelly

Western University, gkelly4@uwo.ca

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## Speak up: Nurturing a culture of responsible conduct of research

Your voice is important. The goal of my work is to ensure you feel empowered to use it. My work proposes continuous improvement of culture to increase trust and create wrap-around supports creating a safe space for speaking up. While policies exist at the institution level, they are inconsistent, vague, and not strongly enforced leaving individuals who witness misconduct with feelings of stress, anxiety, and at risk of taking prolonged sick leaves. Additionally, societal effects can include risks to research participants, fraudulent research, and a breakdown of trust when research misconduct is not reported. It is my hope that planting the seeds to introduce small, incremental changes to gradually shift culture through alignment and revision of existing institutional policies and procedures, clarification, and transparency of current processes, building awareness through quality assurance monitoring of ongoing research and education and training for prevention will decrease personal and society effects of retaliation.