



UKRI GCRF Gender, Justice and Security Hub Ethics Code

The Ethics Code is a set of seven core principles underpinning the UKRI GCRF Gender, Justice and Security Hub (herein after 'Hub'), based on the LSE's Ethics Code. Everyone doing work on behalf of or purporting to represent the Hub is expected to adhere to, uphold and apply the principles of the Code in all of their Hub activities.

The Hub's Executive Group is responsible for the overall implementation of the Code within the Hub and Collaborating Partners are responsible for overseeing adherence to the Code within their institutions.

1. Feminist Ethics

In order to uphold our commitment to a feminist ethics, we will:

- 1.1 Be attentive to, and work towards overcoming, power inequalities and inequitable gender dynamics within and among Hub participants and Collaborating Partners.
- 1.2 Build equitable partnerships between organisations working within the Hub.
- 1.3 Adhere to the highest ethical standards in our research design and practice, knowledge production, knowledge dissemination, impact and capacity building work. This includes being attentive to risks to ourselves and others arising from our work on the Hub and using the Hub's safeguarding principles and policy, risk register and risk management process to mitigate risks.
- 1.4 Seek to ensure equitable access to resources, opportunities and prestige across the Hub.
- 1.5 Develop cooperative, collaborative, inclusive and, as far as possible, transparent decision-making processes, applying policies and procedures which have been made available to those they are applied to, and recording a clear rationale for important decisions. The commitment to transparency should be balanced against rights to privacy and confidentiality.
- 1.6 Communicate in ways that are positive and respectful, that promote or support the participation of people whose voices are often marginalised and that allow a diversity of points of view to be expressed.



- 1.7 Support healthy work-life balance, career development and capacity building for Hub participants.
- 1.8 Engage in open and honest discussion about concerns or difficulties as soon as possible after they arise.
- 1.9 Practice regular critical self-reflection and remain open and accountable to feedback from Hub participants and the Advisory Board.
- 1.10 Monitor our practices according to our ethics as well as our objectives.

The commitment to a feminist ethics does not align the Hub or its participants to any particular understanding of feminism or what it means to be feminist, nor does it assume that different understandings can necessarily be reconciled or overcome.

2. Responsibility and Accountability

In order to uphold our commitment to responsibility and accountability, we will:

- 2.1 Embed the principle of individual responsibility at every level of the Hub's management and governance structures. Those in leadership positions have a particular responsibility to set an example in their conduct and to promote and support good ethical behaviour.
- 2.2 Raise concerns relating to ethical matters as they arise.
- 2.3 Handle data properly, protecting privacy and confidentiality, and respecting copyright and intellectual property.
- 2.4 Refrain from entering into any relationships with state actors, organizations or individuals that compromise, or could reasonably be perceived to compromise, the Hub's values, or that makes it complicit in illegal activity or the suppression of human rights. Where relationships that compromise, or could reasonably be perceived to compromise, the Hub's values are necessary or beneficial to the work of the Hub, they should be entered into only after a risk assessment of the relationship has been carried out, and the Executive Group consulted. Where such relationships already exist, co-investigators should declare them as part of their risk assessment procedures. The Executive Group will recognise the importance of work with 'risky' actors to the success of the Hub, and will respect the autonomy, judgment and local knowledge of co-investigators in these matters as far as possible.



3. Integrity

In order to uphold our commitment to integrity, we will:

- 3.1 Be honest and truthful, taking care not to misrepresent the Hub or our authority, role or access to resources within it.
- 3.2 Take account of relevant legislation and statutory requirements.
- 3.3 Declare interests and appropriately manage possible conflicts of interest.
- 3.4 Be transparent and consistent in our decision making.

4. Intellectual Freedom and Research Independence

In order to uphold our commitment to intellectual freedom and research independence, we will:

- 4.1 Protect individuals' freedom of expression, recognising that freedom of expression does not absolve individuals of the responsibility for treating others with courtesy and respect.
- 4.2 Uphold each other's freedom to research and convey research findings, subject only to legal restrictions and guidance on the ethical conduct of research issued by the Hub's Executive Group and by the Research Ethics Committees (or equivalent) at Hub Collaborating Partners.
- 4.3 Work to ensure that the interests of third parties, for instance political parties, governments, funders or non-governmental organizations, do not adversely affect the case selection, methods or conclusions of Hub research.

5. Equality of Respect and Opportunity

In order to uphold our commitment to advancing equality of respect and opportunity, we will:

- 5.1 Treat all people with dignity and respect.
- 5.2 Ensure that no person will be treated less favourably because of her/his role on the Hub, age, disability, gender (including gender identity), ethnicity and race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity and social and economic background.
- 5.3 Work to promote a culture free of harm, discrimination, bullying or harassment within the Hub.



6. Collegiality

In order to uphold our commitment to collegiality, we will promote within the Hub inclusive and participatory working and social environments in which we encourage, support and behave appropriately to one another.

7. Sustainability

In order to uphold our commitment to sustainability, we will minimise any negative impact we may have on the natural and built environment by effectively managing our resources.



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