



A finding of research misconduct requires that:

- a. There be a significant departure from accepted practices of the relevant research community; and
- b. The misconduct be committed intentionally, or knowingly, or recklessly; and
- c. The allegation be proven by a preponderance of evidence.

The Department of Aquaculture and Fisheries has adopted the following procedures to prevent research misconduct and to deal with allegations of research misconduct.

1. Employees will read and sign this agreement upon being hired.
2. If an employee is accused of research misconduct, that employee and the accuser will meet privately with the Department Chair. Each individual will be allowed to present their version of the alleged incident.
3. The Department Chair will determine whether the incident meets the above definition of research misconduct, or whether the incident represents an "honest error." The employee is allowed to follow the University Grievance Process if the employee disagrees with the Department Chair's decision.