

# The evolving Code of Conduct at the National Institute of Geophysics and Volcanology of Italy: a participatory process to combine law compliance and geoethics principles

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## Aim: why a code of conduct?

- Born on the basis of legal requirements in Italy: e.g. Law No. 165/2001; the General Code of Conduct (DPR62/2013) for public employees; Guidelines of Anti-Corruption Authority (ANAC);
- To provide employees a guide on how to work and act;
- Tailored to specific needs and activities in the Institute.

## How: via a participatory process

- Interdisciplinary team with diverse expertise and backgrounds
- A thorough examination of principles and compliance with laws
- Review of code of conducts in Higher Education Institutions and Research Performing Organizations of Italy and abroad
- In-depth analysis of INGV processes and needs
- The first version provisionally approved by the Board of Administrators (CdA) and circulated for stakeholder consultation
- Stakeholder's comments and amendments collected; all addressed, partially or completely accepted, or rejected;
- The updated version approved by the body assessing the performance, clearness, and integrity of the administrative action (OIV); then issued by the General Director.

## Results:

*At present state* the Code (\*):

- contains both ethical and legal norms, i.e. both principles underpinning appropriate behaviors, and rules, which if violated give rise to sanctions;
- embeds principles from Geoethics, European Code of Conduct for Research Integrity and European Charter for Researchers;
- aims to ensure workplace well-being, quality of research and services, prevention of corruption phenomena, compliance with the constitutional duties of diligence, loyalty, impartiality, care of the public interest, and achievement of INGV institutional goals.

(\*) <https://bit.ly/3MVRHEp>

## Future work:

- The Code will be updated according to the structure of a new General Code of Conduct to be issued by the Government, concerning the use of information technologies, social media, respect for the environment and the individuals.