



CANCER METABOLISM RESEARCH & TRAINING

FOR EVERYONE IN THE GROUP

Code of Conduct

Standards of conduct, and the procedure for reporting a breach

Binding on all members of the programme, including those who run it.

Version 1.0 · July 2026 · Review annually

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<https://doi.org/10.5281/zenodo.21791751>

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Why this exists

This code sets out the standards expected of everyone associated with Basira, the conduct that is not permitted, and the procedure that applies when a concern is raised. It is binding on trainees, trainers and those who run the programme alike.

It is deliberately short, so that it can reasonably be read in full by every member.

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What we expect of each other

- **Treat every member as a colleague.** Irrespective of year of study, institution, background or prior experience.
- **Criticise the work, never the person.** State the strongest version of someone's argument before you take issue with it. Name a specific problem and, where you can, propose the test that would settle it.
- **Attribute contributions.** Ideas, methods, data and substantive assistance are credited in the work and acknowledged openly.
- **Be honest about what you did.** Including what did not work, what you could not finish, and what you do not understand. "I don't know" is a complete and respectable answer here.
- **Raise concerns.** Members are expected to report apparent errors in analyses or claims, and any conduct falling below this code.

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What is not acceptable

These are absolute. They apply in sessions, in group messages, in one-to-one contact between members, and anywhere Basira is being represented.

- **Harassment, bullying or intimidation** of any kind, in any medium. This includes unwelcome contact that continues after a member has asked for it to stop.
- **Discrimination** on the basis of gender, nationality, religion, disability, university, family background, or anything else.
- **Sharing another member's work, data or personal details** without their explicit permission. That includes submissions, marks, and contact information.
- **Research misconduct** — fabrication, falsification or plagiarism. Chapter 2 of the curriculum sets these out in full; they are not abstract here.
- **Retaliation** against anyone who raises a concern, in any form, including exclusion or coldness.

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Sessions and group messages

This code applies in full to online sessions and group messaging. Two provisions are specific to them.

- **Sessions may not be recorded without prior notice** and an opportunity for participants to object. This includes screenshots of participants.
- **Group messaging is a working channel.** The standard applied in sessions applies equally there.

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Data, and the people it came from

The tumour and clinical data we work with came from real patients who consented to specific uses under specific protections. We use only appropriately consented, de-identified, publicly released data, strictly within the terms of each resource's data-use agreement, and we never attempt to re-identify anyone.

The same care extends to each other. Your fellow trainees' submissions, marks and progress are theirs. Do not circulate them.

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Credit and authorship

Authorship means a substantial contribution to a piece of work — its conception, its analysis, or its writing — together with accountability for it. Adding someone who did not contribute, and omitting someone who did, are both misrepresentations of who did the work.

Questions of authorship are to be raised and settled before a manuscript is drafted, not afterwards.

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If something goes wrong

Concerns may be raised at any time, in writing or in person. Evidence is not required to make a report.

This applies to anything, whether or not it is described elsewhere in this document. The list above is not exhaustive, and a concern does not need to fit a category to be acted on.

◆ KEY IDEA — Who to contact

Reports on any matter — conduct, integrity, or data — go to:

Aroob Gomosani, Founder & Programme Lead · contact@researchbasira.com

Where a report concerns the Programme Lead, it should be directed instead to Haneen Marghalani, Training & Delivery. Her address is published on the programme page and included in every session invitation. No reason need be given for choosing either route.

WHAT HAPPENS NEXT

- **Acknowledgement within three working days.** In writing.
- **The reporter is consulted before any action is taken.** No step is taken without their prior knowledge.
- **Disclosure is limited to those who need to know.** Normally one or two members of the group.
- **The reporter is informed of the outcome.** In writing, once the matter is concluded.

POSSIBLE OUTCOMES

Proportionate to the breach: a documented conversation, a required apology, a change to how a session or process is run, a formal written warning, suspension, or removal from the programme.

Harassment and research misconduct result in removal. Where a member is removed, the group is informed that the person is no longer part of the programme. No further detail is disclosed.

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Standing and limits

Basira is an independent group. It is not accredited by, nor affiliated with, any university or government body, and its certificates attest to completion of this programme only. They are not a recognised academic or vocational qualification and are not presented as one.

The programme is run by undergraduates. Those running it select participants, assess submitted work and may be asked for references. Members should be aware of that where it is relevant to them.

This document does not create a contract or an employment relationship, and does not displace the disciplinary procedures of any member's own university.

▲ CAUTION — Review

Version 1.0, July 2026. Reviewed annually, and following any reported incident. Amendments are published with the date on which they took effect.