

## AWARD CONDITIONS

Conditions under which an India Alliance Fellowship is awarded:

1. Employment and Title
2. Administration
3. Equipment
4. Audit
5. Research Policies
6. Publications, Publicity and Reporting
7. Mid-term Review Process
8. Mentorship Requirement
9. Intellectual Property and Commercial Activities
10. Non-Research Activities
11. Fellowship Extensions and Other India Alliance Fellowships
12. Other Fellowships and Grants
13. Limitation of Liability
14. Variation, Transfer and Termination
15. Statement on Equality and Diversity
16. Managing reputational risks
17. Position Statements and Other Policies
18. Governing Law and Jurisdiction
19. Definitions

The **Award Conditions**, together with the **Award Letter** and the policies and positions for Fellowships, set out the terms and conditions by which the Fellowship is granted by The Wellcome Trust/DBT India Alliance to the Host Institution. It is the Host Institution's responsibility to ensure that these terms and conditions are duly followed and complied with, during the tenure of the award.

Policies and positions for Fellowships may also be viewed at <https://www.indiaalliance.org/award-conditions>

Hard copies are available on request by sending an email to [info@indiaalliance.org](mailto:info@indiaalliance.org)

### 1. Employment and Title

(i) The India Alliance (IA) does not act as an employer with respect to the Fellowship, and therefore in all cases where support is provided on the Fellowship for the employment of staff, the Host Institution must undertake to issue a contract of employment to such staff that is in compliance with relevant laws and regulations and not contrary to the Award Letter or Award Conditions.

(ii) The Fellowship holder should be recognized as a "Wellcome Trust/DBT India Alliance Research Training/Early Career/Intermediate/Senior/Margdarshi Fellow" as may be appropriate and this title should be used at all times during the tenure of the award, including the official webpage of the Fellow. This information should also be cited on any publication or patent that occurs as a result of India Alliance funding.

### 2. Administration

(i) The Fellowship shall be administered by an eligible Host Institution, as identified in the Award Letter. Eligibility is determined by the India Alliance prior to issue of award, based on the not-for-profit and financial status.

(ii) The not-for-profit status shall be established by verifying copies of the following:

- Registration of the organization as a Trust/ Society / Section 25 company / or if formed under any other statute, then a copy of the notification.
- Memorandum of Association/ Deeds/ Bye-laws containing the organization's Aims and Objectives
- Registration as a charitable organization with the Income Tax Department, with documents such as: Registration Certificate under section 12A or any section under 10 of the Income Tax Act such as 10(23C).

(iii) The financial eligibility shall be established by verifying copies of the following:

- Latest audited statement of accounts
- Latest annual report

A copy of the above financial documents must be submitted annually to the office for the entire tenure of the award.

(iv) Fellowship may not be issued or may be withdrawn if the India Alliance deems the Host Institution ineligible for support.

(v) Payments shall not be made on the Fellowship until the Fellow and the Host Institution have formally accepted the terms and conditions of the award, as recorded on the Grant Start Certificate.

(vi) The Host Institution shall ensure that all necessary resources are provided to support the activities described in the Award Letter. The Fellowship should be activated by the date indicated on the award letter, which is typically within a year from the conclusion of the interviews.

(vii) Payments shall normally be made annually on pro rata basis subject to availability of funds. The annual year corresponds to the Indian financial year, which runs from 1 April to 31 March of the following year.

(viii) Payments will be released only after the submission of satisfactory Annual Research Report and Annual Spend Report with requested supporting documents of the Fellow for the preceding financial year. This rule applies to all payments except the first one.

(ix) The Annual Spend Reports would also have to include the latest pay-slip of the Fellow for the last month of the financial year. The amount of top up will be calculated based on the gross salary indicated in the pay-slip or contract of employment, which will be revised for each installment based on the latest pay-slip provided at the end of the financial year and will be fixed for the next financial year. No further adjustments will be made to the salary during the financial year. Any revisions in salary at the Host Institution during the financial year will only be considered for the next installment in the next financial year. Where other payment arrangements apply, these shall be detailed in the Award Letter.

(x) The Host Institution and the Fellow will be responsible to submit Annual Spend Reports and Annual Research Reports to the India Alliance. Annual Spend Reports are due after 31 March and should be submitted before 30 April. Annual Research Reports will be due by 15 April, unless otherwise specified by the India Alliance. The India Alliance office will provide in advance the formats for both reports. The Research Training Fellows will be required to submit an additional report on completion of 9 months of their Fellowship for a review as detailed under mid-term review process (see Award Condition 7).

(xi) The first two installments will be released in their entirety regardless of the amount spent by the Fellow. From the third installment onwards, if any amount from the previous year is unspent, this will be carried

forward and the balance will be adjusted against the next installment.

(xii) The interest earned by the Host Institution on the India Alliance funds will be adjusted annually from the institutional overheads. The Host Institution will be expected to share the details of interest earned on an annual basis. It is expected that the allocation of research funds for a particular financial year should not be affected due to this adjustment.

(xiii) End-of-Fellowship Research Report and Audited Final Spend Reports (Annual & End of Fellowship Spend Report) will be required by the India Alliance upon completion of the award tenure.

(xiv) If there is any variance between the Annual Spend Reports and audited Final Spend Reports, the India Alliance shall have the right to adjust future payments or withhold.

(xv) The India Alliance shall have the right to seek reimbursement in the event of an overpayment in relation to any India Alliance Fellowship made to the Host Institution, including by setting such overpayment off against payments due under other India Alliance Fellowships to the Host Institution.

(xvi) The India Alliance shall also have the right to suspend payments to the Host Institution where it is concerned about – (a) an aspect of any Annual Spend and Research Reports or any End-of-Fellowship Spend and Research Reports, or (b) in the event of non-delivery of the Annual Spend and Research Reports or an End-of-Fellowship Spend and Research Reports.

(xvii) The India Alliance shall retain 2% of total transferable funds from the penultimate installment. For the Research Training Fellowship, 2% of total transferable funds shall be withheld from the second installment. If eligible, the retained funds will be released upon the receipt and acceptance of the audited End-of-Fellowship Spend Report and an End-of-Fellowship Research Report attested by the Sponsor and the Fellow. Both reports must be received within three months of the end of the Fellowship tenure, unless the India Alliance agrees otherwise.

### **3. Equipment**

(i) The Host Institution shall ensure that it has in place clearly defined procedures for the procurement of equipment and that equipment funded by the India Alliance Fellowship is acquired by it using these procedures.

(ii) The Host Institution shall ensure that equipment purchased with India Alliance funds is appropriately insured and maintained throughout its useful life.

(iii) Equipment funded by the Fellowship is awarded to the Host Institution specifically for the Fellow's research. Use of the equipment by others at the Host Institution is encouraged for a reasonable fraction of the time, such that it does not compromise the Fellow's research needs. Written permission from the India Alliance shall be obtained to use the equipment for any other purpose, including, charging, hiring, lending or disposing of it.

(iv) If, during the tenure of the Award, the Fellow wishes to transfer the Fellowship to a different Host Institution in India, the equipment procured on the Fellowship may be carried to the new Host Institution.

(v) In case of premature termination, the equipment procured on the India Alliance Fellowship award may be left with the Host Institution. It would be the Sponsor's responsibility to ensure that the India Alliance funding for the equipment is duly acknowledged.

(vi) In the event of any dispute, which may arise due to transfer of Fellowship or as a consequence of premature termination, the India Alliance reserves the right to determine the future of any equipment

purchased through its funding. Such events will be negotiated on a case-to-case basis, and at the discretion of the India Alliance.

#### **4. Audit**

(i) The control of expenditure to be funded under the Fellowship shall be governed by the normal standards and procedures of the Host Institution and shall be covered by any formal audit arrangements that exist in the Host Institution.

(ii) The India Alliance shall have the right to request from the Host Institution, at any time, any financial information with respect to the Fellowship or the activities it funds; and/or to ask for confirmation from the external auditors of the Host Institution, that the external auditors have signed their opinion on the annual accounts of the Host Institution without qualification; and the management letter from the auditors raises no matters that did or could significantly affect the administration of Fellowships awarded by the India Alliance. If the auditors have raised any such matters in their management letter, the India Alliance may require the Host Institution to provide it with relevant extracts from the letter.

(iii) The Host Institution shall provide access to accounting and other records relating to the Fellowship and the activities funded by it for auditors and other personnel from or appointed by the India Alliance at any time (at the India Alliance's expense), if requested. Such access shall include the right to inspect any equipment or facilities acquired or funded under the Fellowship. Where elements of expenditure under the Fellowship have been subcontracted, the Host Institution should ensure that the right of access extends to the accounts, records, equipment and facilities of any such subcontractor.

(iv) The India Alliance shall have the right, at its discretion and expense, to audit (directly or via third parties engaged by it) the Fellowship, income and expenditure in relation to the activities funded by the Fellowship and/or the systems used by the Host Institution to administer India Alliance Fellowships at any time.

(v) The Host Institution should maintain a separate accounting cost code specific to the Fellowship, and all costs and income properly relating to the Fellowship should be accounted for through that cost code. The Host Institution should ensure that appropriate records are kept to support the entries made on the cost code.

#### **5. Research Policies**

(i) The Host Institution shall have in place formal written policies on Research Integrity. These include: (a) Good Research Practices, (b) Scientific Misconduct, and (c) Conflicts of Interest. These policies must be in accordance to the guidelines, subject to amendment, available on the India Alliance website.

(ii) The Host Institution shall ensure that prior to commencement of the Fellowship and during the full Fellowship Period, it meets all the necessary legal and regulatory requirements and has obtained all the necessary licenses and approvals in order to conduct the research. Where any element of the research funded by the Fellowship is to be conducted outside the Host Institution, it should include any such legal, regulatory, license and approval arrangements as required.

(iii) The Host Institution shall ensure that research involving the use of animals complies at all times with the relevant laws and regulations in the host country. Any element of research funded by the Fellowship must, as a minimum standard, be conducted in accordance with principles of UK based NC3Rs and the India Alliance's policy on research involving the use of animals (see website).

(iv) The Host Institution shall ensure that it has in place formal written procedures for managing the process for obtaining any necessary or appropriate ethical approval for the research funded by the Fellowship, and must accept full responsibility for ensuring that any such ethical approval is in place at all relevant times

during the Fellowship.

(v) The Host Institution is responsible for the ongoing monitoring and management of the research funded by the Fellowship in accordance with best international research practice. The Host Institution shall ensure that its processes and policies are consistent with those of the India Alliance and otherwise meet all relevant regulatory and legislative requirements. The India Alliance shall be entitled to see copies of the Host Institution's processes and policies and, if requested, the Host Institution shall provide access to its facilities to enable the India Alliance, or a third party authorized by the India Alliance, to review its processes and policies.

(vi) Where such policies are absent, the Host Institution shall adopt the policy guidelines issued by the India Alliance.

(vii) When appropriate and necessary, the India Alliance may seek written confirmation that the Fellows and their Host Institutions are following the highest standards of Research Integrity.

## **6. Publication, Publicity and Reporting**

(i) The findings from research funded by the Fellowship should be published in an appropriate form, usually as papers in refereed journals.

(ii) The publication or release of such findings may be reasonably delayed to enable protection of any intellectual property (IP). The identification, protection, management and exploitation of IP would be subject to Section 9 on 'intellectual property and commercial activities'.

(iii) All research papers that have been accepted for publication in a peer-reviewed journal, and are supported in whole or in part by the Fellowship, shall be made available from PubMed Central (PMC) and Europe PMC as soon as possible, and in any event within six months of publication, in line with the India Alliance's open access policy. The IA Fellows must contact India Alliance to claim open access charges.

(iv) To assist tracking the outputs from the India Alliance-funded research, where it has contributed either solely or in part, the India Alliance's contributions shall be duly acknowledged. The Fellows are required to include the following statement under funding disclosure/ acknowledgement section in publications/patents/other research outputs arising from India Alliance-funded research: "This work was supported by the Wellcome Trust/DBT India Alliance Fellowship [grant number xxxx] awarded to XX."

(v) The Host Institution and the Fellow shall consult with the India Alliance on any press statements that may be issued about the Fellowship or the findings from the activities funded by the Fellowship.

(vi) The Fellow shall submit Annual Research Reports during the Fellowship period on the progress of the activities funded by the Fellowship as required by the India Alliance.

(vii) The Fellow shall also submit an End-of-Fellowship Research Report within three months of the end of the Fellowship Period or as otherwise required by the India Alliance.

## **7. Mid-term review process**

The mid-term review will evaluate the Fellow's progress during the tenure of their India Alliance Fellowship. The continuation of India Alliance funding after the third year of the Fellowship will be contingent upon a satisfactory review of the progress made during the first half of the Fellowship. India Alliance will continue to review the progress made by the Fellow in the subsequent years of the Fellowship. India Alliance reserves the right to review the status of funding at any stage of the award based on the progress made by the Fellow.

A Committee designated by India Alliance will review the Fellow's progress based on the details presented in the annual progress report and during the Fellows' Meeting.

The following structure will be used to decide attendance at the Fellows' Meeting.

**First year:** It will be mandatory for Fellows in the first year of their Fellowship to attend and present a plan of work and early data (if any) through a poster presentation.

**Third year:** It is required that Fellows in the third year will attend the meeting and share their work with the Committee, which will carefully review their progress and provide an appropriate feedback. Whether an individual Fellow will be invited to make an oral or poster presentation will be decided after a review of their annual reports in advance of the meeting.

**Fifth year:** It will be mandatory for all Fellows to make an oral or poster presentation at the Annual Fellows Meeting in the last year of their Fellowship.

**Others:** Though it will not be mandatory, Fellows in the second and fourth years are encouraged to attend the meeting, but will not present their work. However, if a Fellow in these years wants to report some exciting findings, he/she may contact the office separately. Alternatively, India Alliance can use its discretion to invite a Fellow in these years if there are concerns about his/her progress or if there are matters that require discussion.

India Alliance reserves the right to make amendments to this policy to accommodate the changing requirements of the review process.

**Research Training Fellowship for Clinicians:** The Fellows' progress will be reviewed after nine months of the Fellowship. Consequently, continuation of the India Alliance funding after the first year of the Fellowship will be contingent upon a satisfactory review of the progress at that stage. The RTF Fellows will be required to attend both the Fellows' Meetings.

## **8. Mentorship Requirement**

India Alliance recognizes the value of good mentorship for its Fellows. A good mentor is an established researcher, who can provide intellectual and administrative inputs to help new investigators better navigate through the early years of their independent career. Fellows and their sponsors are required to identify a suitable mentor for the tenure of the Fellowship.

A mentor may be the same as the sponsor, a senior academic in the host institution or another institution in India or overseas.

This is a mandatory requirement for the Fellowship. A letter of agreement from the mentor will be required for initiating the award. The Fellow will have the freedom to continue with the same mentor through the term of the Fellowship or switch to another mentor after at least one year.

India Alliance will request Fellows to furnish mentor details in their annual progress report. India Alliance may also require a formal note from the mentor on his/her role during the year. This is a mandatory requirement for the Intermediate and Early career Fellowships but optional for the Senior Fellowship.

This is not a mandatory requirement for the activation of the Research Training Fellowship for Clinicians. The Research Training Fellows are however encouraged to identify a mentor in consultation with the two Supervisors.

## **9. Intellectual Property and Commercial Activities**

(i) India Alliance requires the Host Institution to develop and implement strategies and procedures for the identification, protection, management and exploitation of India Alliance funded intellectual property (India Alliance-funded IP). India Alliance also requires the Host Institution to ensure that all persons in receipt of India Alliance funding or working on an India Alliance-funded activity (including employees, students, visiting fellows and subcontractors) are employed or retained on terms that vest in the Host Institution on all India Alliance-funded IP.

(ii) Should any India Alliance-funded IP arise from the Fellowship, then the India Alliance requires the Host Institution to consider whether the protection, management and exploitation of such India Alliance-funded IP is an appropriate means of achieving public benefit. If the Host Institution considers that this is an appropriate means, then it shall seek the prior written consent of the India Alliance (not to be unreasonably withheld) before it makes any commercial use of, or grants to any third party, any exploitation rights over such India Alliance-funded IP. While India Alliance will not receive any equity or revenue, it will require the Host Institution to also ensure that there is no inappropriate use of patents that is detrimental to scientific endeavor or to advances in healthcare.

(iii) If the Host Institution does not protect, manage or exploit any India Alliance-funded IP arising out of the Fellowship to its reasonable satisfaction, then the India Alliance shall have the right, but not a duty, to protect, manage and exploit such India Alliance-funded IP. Unless India Alliance reasonably considers that the opportunity to protect, manage or exploit such India Alliance-funded IP for the public benefit could be lost and more immediate action is required, such right shall only be exercised six months after the India Alliance has given the Host Institution notice in writing that it is failing to protect, manage and exploit such India Alliance funded IP to the IndiaAlliance's satisfaction. The Host Institution agrees to do, and shall ensure that its employees, students and any third party acting on its behalf do, all acts required to assist the India Alliance in such protection and exploitation.

(iv) If the Host Institution wishes to use any third party to carry out its obligations with respect to this Section 9, then it shall provide details of the proposed third party to the India Alliance and obtain the India Alliance's prior written approval to such third party carrying out exploitation activities with respect to India Alliance-funded IP.

## **10. Non-Research Activities**

(i) The India Alliance expects its Fellows to spend the following percent of their research time on IA-funded activity: 90-100% for Early Career Fellows (see Award Condition 12 (iii)), at least 80% for Intermediate Fellows, 70% for Senior Fellows, and 50% for Senior Fellows on renewal. Justified exceptions for clinicians will have to be presented to the Selection Committee for approval. The Research Training Fellows are expected to spend at least 4 days per week on the India Alliance funded training program.

(ii) India Alliance expects its Fellows to spend a majority of their time on research with any non-research activity (e.g. teaching, administration) not normally exceeding 2 hours per week (for Early Career Fellows) or 8 hours per week (for Intermediate and Senior Fellows). The Research Training Fellows' involvement in clinical duties and non-research activities, including on call duties must not exceed 2 days per week.

## **11. Fellowship Extensions and Other India Alliance Fellowships**

(i) If the Fellow has not utilized all the funds allocated for the duration of the Fellowship, India Alliance can consider a no-cost extension. The terms and conditions of the extension would have to be negotiated with India Alliance. The Research Training Fellowship has no provision to request a no-cost extension.

(ii) No-cost extensions are not guaranteed and Fellows are cautioned that significant scientific justification would have to be presented for an extension to be successfully considered. The Fellows are required to submit a request for a “No-Cost Extension” at least 4 months before the end of the Fellowship. Late requests will not be processed.

(iii) India Alliance shall support its Fellows while on Maternity Leave, Sick Leave and Paternity Leave by continuing to provide their personal support. The duration of such leave shall be in accordance with the Host Institution's rules and regulations on this matter.

(iv) India Alliance may also consider extending the End-of-Grant Date for up to one year with a cost extension only on maternity grounds. Such a request for extension must be communicated to the Office at least 4 months prior to the End-of-Grant Date. Please note that this is a one-time request and India Alliance will not consider any further extensions of the Fellowship on maternity grounds in future.

If the Fellowship extension on maternity grounds also requires the release of supplementary funds for research, such a request should be substantiated by a strong scientific justification. The decision on the requirement to release supplementary funds lies at the discretion of the committee. Such a request must be communicated to the Office at least 4 months prior to the End-of-Grant Date.

(v) Fellows are encouraged to consult India Alliance if they wish to apply to the next level of Fellowships offered by it, since policies and provisions may change periodically.

(vi) It should be noted that success in one scheme does not mean that Fellows' applications to the next scheme will be given priority or assessed differently. All applications in a particular scheme are assessed in competition with others received within the cohort.

## **12. Other Fellowships and Grants**

(i) India Alliance Fellows are not allowed to hold two Fellowships concurrently.

(ii) The Research Training Fellows are not allowed to hold other grants for the duration of their India Alliance Fellowship.

(iii) Early Career Fellows holding a faculty position at the Host Institution are allowed to be Principal Investigator on another grant. It is expected that the additional grant could be for infrastructure/equipment to support Fellow's research at the Host Institution. Also, Early Career Fellows awarded under clinical and public health research category, not holding a faculty position may commit up to 10% of their research time on other grants as co-Principal Investigators. However, Early Career Fellows awarded under the basic research category, who do not hold a faculty position at the Host Institution, will not be allowed to commit time on other grants, either as a PI or co-PI. Consequently, Early Career Fellows eligible to apply for other grants will be required to commit at least 90% of their research time on the India Alliance-funded work. Eligible Early Career Fellows are expected to inform India Alliance in advance of submitting the other grant.

(iv) All other Fellows are also expected to inform the India Alliance if they intend to apply for additional grants after the commencement of their Fellowship. To maintain a high standard of research integrity and protect its intellectual property, India Alliance wishes to avoid the same research being funded by two different funding agencies.

(v) Fellows are permitted to apply for another Fellowship as their India Alliance Fellowship draws to an end (within one year of their end-date); however, India Alliance should be informed about their plans and if successful, they are required to commence the Fellowship only after the end of their India Alliance Fellowship.



(vi) Fellows are allowed to apply or hold awards in India, e.g. DBT's Innovative Young Biotechnologist Award (IYBA), National Bioscience Award for Career Development (NBACD). The Dual Fellowship policy is not applicable to these Awards. However, Fellows must inform India Alliance of their intention to apply and outcome, if applicable, in a timely manner.

(vii) Fellows must submit documentary evidence if in receipt of the IYBA, NBACD or similar awards, as applicable, at the time of their initiation and annually thereafter. The Early Career Fellows and the Research Training Fellows are not allowed to apply for these awards.

### **13. Limitation of Liability**

The India Alliance accepts no responsibility, financial or otherwise, for expenditure (or liabilities arising out of such expenditure) or liabilities arising out of the activities funded by the Fellowship. The India Alliance shall not indemnify the Host Institution, any Fellow or any other person working on the Fellowship (including employees, students, visiting fellows and subcontractors) against any claims for compensation or against any other claims (whether under any statute or regulation or at common law) for which the Host Institution may be liable as an employer or otherwise or for which any such person may be liable.

### **14. Variation, Transfer and Termination of the Fellowship**

(i) The India Alliance reserves the right to amend these Award Conditions, any terms and conditions in the Award Letter and the Policies and Positions for Fellowships. Any change to the Fellowship Conditions or the Policies and Positions for Fellowships shall be notified on the India Alliance's website.

(ii) In the event of any conflict between the provisions of these Award Conditions as amended from time to time, and of the Award Letter, the provisions of the Award Conditions shall take precedence.

(iii) The Host Institution (or the Fellows if appropriate) shall inform the India Alliance without delay of any change to the status of the Host Institution or the Fellows, which might affect their ability to comply with these Award Conditions.

(iv) If an Early Career Fellow or a Research Training Fellow secures a salaried position after being recommended for an award, the change in the position of the Fellow will be judged based on the time commitment to the IA funded project, understanding of the completion of the scientific deliverables and the kind of support the Host institution agrees to extend to the Fellow during the tenure of the Fellowship.

(v) With the exception of Margdarshi Fellowships, India Alliance Fellowships preclude Fellows from holding salaried appointments with an institution other than the Host Institution, concurrently with the India Alliance Fellowship.

(vi) The Fellows shall inform India Alliance as soon as feasible of any significant divergence from the original aims and directions of the research that is being funded by the Fellowship.

(vii) The India Alliance reserves the right to terminate the Fellowship at any time during the tenure of the award if there has been any gross violation of our Award Conditions or policies or a breach of research ethics. A written warning and other appropriate due process would normally precede a termination notice.

(viii) If the Fellow wishes to transfer the Fellowship to a different Host Institution in India, the change may be allowed subject to support of the new Host Institution to the candidate and approval of transfer of the Fellowship by the Selection Committee. For this purpose, a confirmation of support indicating the new Host Institution's awareness to terms and conditions of the award and an acceptance to the compliance throughout the tenure of the Fellowship must be submitted to India Alliance. Similarly, the Fellow would be required to scientifically justify the choice of the new Host institution, which will be reviewed by the Committee. The Research Training Fellows shall not be allowed to transfer the Fellowship to a different

Host Institution, unless the Principal Supervisor plans to change the institution and the Fellow follows him/her to the new institution. The Fellowship transfer will be at the discretion of India Alliance and the decisions will be taken on a case-to-case basis.

(ix) The India Alliance also recognizes that Fellows may wish to terminate their Fellowship during the tenure of the award. In this situation, it would be the responsibility of the Sponsor to inform the India Alliance of this decision, along with the reason(s), at least 90 days prior to the date on which the Fellow wishes to prematurely terminate the Fellowship award. Also, the Sponsor along with the Fellow must ensure that all the documentation with regard to the Fellowship award must be completed on or before the date of termination.

## **15. The India Alliance Statement on Equality and Diversity**

The Wellcome Trust/DBT India Alliance is a public charitable trust registered in India. It aims to improve the biomedical science landscape in India by supporting the best and the brightest people from India and overseas to do research in the country. We also employ talented people to support our mission.

In its operations the Wellcome Trust/DBT India Alliance is committed to inclusion and equality. Our Fellows and staff are selected purely on their merit irrespective of their gender, race or religion, and are encouraged to foster a culture that is open and values diversity.

Our Fellows are located at research institutes and universities across India. In keeping with our policy on equality and diversity, we encourage these institutions to also formally accept this policy in their operations.

## **16. Managing reputational risks**

(i) The India Alliance Fellowship schemes fund researchers to pursue a research career at a Host Institution in India that is at par with international standards of excellence and ethical standards.

(ii) For the effective implementation of this program, both the Fellows and the Host institution must ensure that funds awarded through the IA fellowships are specifically utilized for the Fellow's research and must not be used for any other purposes. Importantly, the Fellows must ensure that they utilize their time commitments for research purposes only and not engage in any activities that have the potential to damage the reputation of India Alliance.

(iii) If during the tenure of the Award, the Fellow is found to be involved in any activity, which may pose a reputational threat, India Alliance reserves right to terminate the Fellowship. The India Alliance shall have the right to request from the Host Institution, at any time, any information with respect to the India Alliance Fellows or any related fact, which may have relevance to the situation arising due to their misconduct.

(iv) The course of action for managing such issues will be decided by the India Alliance and its decision will be final on any such matter.

## **17. Position Statements and other policies**

In addition to the policies outlined in this document, India Alliance directs attention to position statements and additional policies that are detailed on its website at [www.indiaalliance.org](http://www.indiaalliance.org)

- Grants process-related
  - Peer review and confidentiality
  - Conflicts of interest for individuals involved in Wellcome Trust/DBT India Alliance decision-making
  - Code of conduct for members of decision-making committees

- Research-related
  - Researchers funded by the tobacco industry
  - Stem cell research
  - Data management and sharing
  - Access to bioinformatics resources
  - Open and unrestricted access to published research
  - Use of animals in research
  - Bioterrorism and biomedical research
  - Human participants in research
  - Intellectual property and patenting
- Research integrity-related
  - Grantholders' relationships with commercial organizations
  - Good research practice
  - Handling allegations of research misconduct

## **18. Governing Law and Jurisdiction**

These Award Conditions shall be governed by and construed in accordance with Indian law. The Host Institution and the Fellows irrevocably submit to the jurisdiction of the Indian courts at Delhi to settle any disputes in connection with these Fellowship Conditions.

## **19. Definitions**

Award Letter: The letter from the India Alliance to the Sponsor at the Host Institution specifying the name of the Fellow, award amount and the conditions under which the award is made.

Annual Research Report: A form on which the Fellow reports annually on the research progress of their Fellow.

Annual Spend Report: Audited statement of expenditure and utilization certificate that shall be completed by the Host Institution and submitted to the India Alliance that sets out:

- (1) A comparison of (i) actual expenditure by the Host Institution during a particular period on a particular India Alliance Fellowship, or (in the case of Host Institution Spend Reports) on all active India Alliance Fellowships held by an Host Institution; and (ii) the amount paid by the India Alliance during that period in respect of that Fellowship or (in the case of Host Institution Spend Reports) in respect of all active India Alliance Fellowships held by an Host Institution;
- (2) An explanation for any variances between 1(i) and 1(ii) above, as requested by the India Alliance; and
- (3) Any further information that the India Alliance requests from the Host Institution.

End-of-Fellowship Research Report: A form on which the Fellow reports on the activities funded by the Fellowship, which shall be completed by the principal Fellow and submitted to the India Alliance within three months of the end of the Fellowship Period or as otherwise required by the India Alliance.

End-of-Fellowship Spend Report: A form completed by the Host Institution that shall be submitted to the India Alliance within two months of the end of the Fellowship Period or as otherwise required by the India Alliance and that sets out:

- (1) A comparison of (i) actual expenditure by the Host Institution during the Fellowship Period on the

Fellowship and (ii) the total amount awarded by the India Alliance in respect of the Fellowship;

(2) An explanation for any variances between 1(i) and 1(ii) above as requested by the India Alliance; and

(3) Any further information that the India Alliance requests from the Host Institution.

Fellow and Fellows: The Fellow, as specified in the Award Letter.

Fellowship: The Fellowship described in the Award Letter.

Fellowship Period: The period of the Fellowship set out in the Award Letter, commencing on the start date confirmed by the Fellow and Host Institution on the Grant Start Certificate.

Grant Start Date: The date indicated by the Fellow and appropriate authority at the Host Institution on the Grant Start Certificate.

Grant Start Certificate: A form provided by the India Alliance for confirmation of Fellowship Start Date and Duration by the Fellow and Host Institution.

Host Institution: The non-profit research organization in India (including university, institution, research council or other body) at which some or all of the research funded by the Fellowship shall be carried out or which employs the Fellow or Fellows.

India Alliance: The public charitable trust known as The Wellcome Trust/DBT India Alliance.

India Alliance-funded IP: Intellectual property that is, or has been, created, exemplified or developed (whether in whole or in part) from the research that the India Alliance funds. Unless specified otherwise in the Award Letter, 'India Alliance-funded IP' does not include the copyright in artistic works, books, articles, scientific papers, lectures or audio or visual aids to the giving of lectures or teaching.

Intellectual property (IP): Includes all inventions, discoveries, materials, technologies, products, data, algorithms, software, patents, databases, copyright and know-how.

PubMed Central: A free digital archive of biomedical and life science journal literature operated by the National Center for Biotechnology Information, a division of the US National Library of Medicine.