

THE SECRETARY OF THE INTERIOR  
Washington

ORDER NO. 3305

SIGNATURE DATE: September 29, 2010

Subject: Ensuring Scientific Integrity within the Department of the Interior

**Sec. 1 Purpose.** This Secretary's Order (Order) directs the establishment of a Department-wide policy to guide and ensure the integrity of science and scientific products developed and used by the Department of the Interior (DOI) in decision making and in the creation of policy related to the conservation and responsible development of our Nation's natural resources, protecting our heritage, and honoring native cultures and tribal communities. The DOI is dedicated to preserving the integrity of the scientific activities it conducts and that are conducted on its behalf and will not tolerate misconduct in the performance of scientific activities or in the application of the products of scientific activity to decision making.

The policy will clearly define the roles and responsibilities of all DOI employees, including career staff and political appointees, in upholding principles of scientific integrity and conduct. For the purpose of this Order, "science" includes the physical, biological, and social sciences, as well as engineering, mathematics, and cultural resource scholarship.

**Sec. 2 Background.** A Department-wide policy that sets forth principles of scientific integrity and clarifies the roles and responsibilities of all DOI employees in upholding these principles will ensure public confidence and trust in DOI's science and scientific process and their use in informing decision making. This policy must clearly direct that DOI employees, political and career, must never suppress or alter, without new scientific or technological evidence, scientific or technological findings or conclusions. Further, employees will not be coerced to alter or censure scientific findings, and employees will be protected if they uncover and report scientific misconduct by career or political staff. It shall be the duty of each employee, career and political, to report such misconduct. This policy and a code of ethics on scientific integrity will guide the conduct of scientists and decision makers in a manner that is above reproach. The new Departmental policy will be consistent with the Presidential Memorandum on Scientific Integrity, dated 9 March 2009, Office of Science and Technology Policy (OSTP) 2010 guidance on scientific integrity, as well as the 2002 Office of Management and Budget (OMB) Information Quality Guidelines, and the 2005 OMB Information Quality Bulletin for Peer Review.

**Sec. 3 Authority.**

a. Statutes, Regulations, and Policy.

(1) 5 U.S.C. 301 allows the head of an Executive Department to prescribe regulations for the conduct of its employees.

(2) The Information Quality Act, Consolidated Appropriations Act of 2001 (Pub. L. 106-554).

(3) 43 CFR 20.501 requires employees of the Department to comply with all Federal statutes, Executive Orders, Office of Government Ethics and Office of Personnel Management regulations, and Departmental regulations.

(4) 43 CFR 20.502 states that employees are required to carry out the announced policies and programs of the Department.

(5) 43 CFR 20.502(a) states that an employee is subject to appropriate disciplinary action if he or she fails to comply with any lawful regulations, orders, or policies.

- b. Federal Policy on Research Misconduct, 65 FR 76260-76264, December 6, 2000.
- c. Standards of Ethical Conduct for Employees of the Executive Branch, 5 CFR 2635.
- d. 370 DM 752 Discipline and Adverse Actions.

**Sec. 4 Scope.** This Order calls for a Departmental Manual Chapter to establish requirements for the professional conduct and management of scientific activities, and the use of scientific information, by and on behalf of the Department. The requirements will apply to:

- a. All DOI employees, political and career, when they engage in, supervise, or manage scientific activities, analyze and/or publicly communicate information resulting from scientific activities, or use this information or analyses in making bureau or office policy, management or regulatory decisions.
- b. All contractors, cooperators, partners, volunteers, and permittees who assist with scientific activities.

**Sec. 5 Principles.** The new Departmental Manual Chapter on Scientific Integrity will incorporate the following principles:

- a. DOI values science and science plays a vital role in helping to meet the Department's mission. As such, when scientific or technological information is considered in decision making, the information will be as robust, of the highest quality, and the result of the most rigorous scientific processes as can be achieved within the available decision time-frame.
- b. DOI bureaus and offices will document and make available to the public the scientific or technological findings or conclusions considered or relied on in decision making,

except for information that is properly restricted from disclosure under procedures established in accordance with statute, regulation, Executive Order, or Presidential Memorandum.

c. The selection and retention of candidates for science and technology positions and positions that are decision making in nature where those decisions rely on scientific information to inform the process, shall be based on the candidate's knowledge, credentials, experience, and integrity.

d. Clear and unambiguous codes of conduct for scientific activities and use of science in decision making will establish expectations of employees with regard to scientific integrity. Misconduct will not be tolerated. Allegations of misconduct will be investigated and disciplinary action will be taken, as appropriate.

e. DOI will identify, address, track, and resolve instances in which the scientific process or the integrity of scientific and technological information may have been compromised.

f. DOI will establish procedures and, as appropriate, clarify whistleblower protections necessary to ensure the integrity of scientific and technological information and processes on which the agency relies in its decision making or otherwise uses or prepares.

g. DOI scientists have, as all employees do, rights as citizens and responsibilities as government employees. These rights and responsibilities with regard to communication with the public will be clearly delineated.

h. DOI encourages the enhancement of scientific integrity through engagement with the communities of practice represented by professional societies. DOI scientists, scholars, and other professionals are encouraged to engage in scientific, scholarly, and other activities with these professional networks, in accordance with applicable guidelines. These DOI employees will recuse themselves, when appropriate, and avoid conflicts of interest and appearances of a conflict of interest.

**Sec. 6 Implementation.** The Deputy Secretary is directed to implement all aspects of this Order. The responsibility may be delegated, as appropriate. This Order does not alter or affect any existing duty or authority of individual bureaus. DOI bureaus and offices will:

a. Develop internal bureau or office guidance based on the policy. Bureaus or offices with specific needs regarding scientific integrity issues may adopt additional ethics guidelines.

b. Develop a plan for implementing the policy within their organizations, including communications, educational and fiscal resources, and training, as appropriate, to ensure employees understand and are able to carry out their responsibilities.

Sec. 7 **Effective Date.** This Order is effective immediately. It will remain in effect until its provisions are converted to the Departmental Manual or until it is amended, superseded, or revoked, whichever occurs first.

/s/ Ken Salazar  
Secretary of the Interior

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