

## NEURAL GENETIC REGULATORY CONCERNS IN NATIONAL AND MULTINATIONAL COMPANIES IN CHENNAI-AN GENOME LAW INEFFICIENCY

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**Abstract** – The decentralised methods of administration and policies that has been adopted in Indian national and multinational companies has the critical legal incongruence with neural genome framework that has been in relation with human brain and gene ethical concerns and data theft. That violates the law from Indian constitution and article specifying right to data privacy, this methodology of Ascertaining the drawbacks on legal privacy based on neural laws needs a ethical framework in order to address the issues caused due to neural disorders, HR hiring process, Health laws incompatibility, lack in data protection-brain cognitive theft and to improve the efficiency to access the neural laws to address the problems faced by employees in terms of stress, privacy to health and data, behaviour regulations and applying these laws in judgement, forensic assessment and medical ethical committee to analyse the human psychological state before proceeding with any course of action further based on the detailed report of neural health. The need for a health and psychological support for employees in global companies, the health laws relating to neuro laws and neuro cognitive laws are not still non existed in India. To enhance the variance of emotional stress and trauma faced by women employees, there is a need for neuro cognition skills therapy methods like seethea framework (safety, equity, ethics, humanity, awareness and tranquility framework) that can enhance the psychological balance in humans to improve the efficiency in judging, decision making skills and health indicators to predict the future and consequences in more effective way to avoid risk. Some of these major applications for neuro cognitive skills are in branches of legal firms especially judges' judgement, forensic psychology, health wellness, in HR policies utilised by CEO and directors in management aspects. etc

**Keywords:** Neurolaws, neurocognition, Seethaframework, legal psychology, stress, health-laws.

### 1. INTRODUCTION

This document engage the overall outlook of health law based on national law of public health in india. Narrowing down the aspect of concentration towards the research in the branches of neuro laws, health and bio psychology at present India has Mental health act, the human DNA profiling bill, digital personal data protection, rights of persons with disabilities, drugs and cosmetics act bio medical research on human participants medical ethics and trials, international bio ethics but it has been identified that there has no proper addressing that has been laid to concentrate on human neuro genetics with addressing the data ethical and privacy concerns faced by humans, and their legitimate framework has still not been implemented to enhance the access to Neuro genetic aspects of health in professional and personal settings like HR profiling and recruitment, judges in judgement forensic psychology during criminal justification, educational systems, health and wellness, in neurocognitive genetics therapy to check mental health in humans.

#### 1.1 Introduction to NeuroPsycho genetics:

In general, to define psychology It is the scientific discipline that enhances the thought process of humankind in performing neurological activities like

- Decision making
- communication
- visionary
- sensation
- neural reactions-related to emotions

The role of psychology in your life includes Thought process, elements of thinking, predictions response to thoughts, reconstructive definition of neurotransmitters & clustering the emotions.

## 1.2 Role of neuro genes and its importance.

The neural genes are the genes that has the direct impact of neurotransmitter signals that are being reached to brains through various bio psychological process such as

- Sensation
- Vision
- Auditory
- And olfactory cells

The psychological signals are transformed to neurotransmitters, and it has been passed to neural genes that helps in functioning of neurons in the brain, that helps the signals to pass down through various parts in body to idealize in responding through hands, language communication, decision making frontal cortex of brain cells and actions and behaviour of humans. The decision making and conceptualization of the human brains in concentration, attention giving, thinking, though processing is biologically related with psychology of mind and genes related to brains called as neuro genes. Even a slight imbalance in both bio psychology and neural genes may create a adverse health conditions and psychological well being of the humans.the entire process of brain mechanisms are directly of indirectly related human cognitions and neural genes of health aspects that coherent the brain whether to be happy or sad based on environmental factors and cognitions towards decision making process.

## 1.3 Neuro genetic predispositions and neural genes

The Scientific gesture of brain mechanisms analyzed by Behaviour and activities of humans through neuroscience cognitive psychology and some of the factors that influence neural activities are Neuro genetics Human ideal definition of ego, id, superego the perspective of neurolaw and perception of human thinking. The current trends in Bio-psychology research concentrates on

- neurocognition to address internal mind disputes
- Neuro genes-MAOA-L (CRIMINAL DEFENCE), DRD4/DRD2(ADDICTION), COMT(STRESS)
- Neuro law and its impact on jurisprudence and health psychology in human cognition process in analysing things with strategic emotional handling perspective
- Neural privacy and ethics

Process involved in psycho neural genetics in human brain

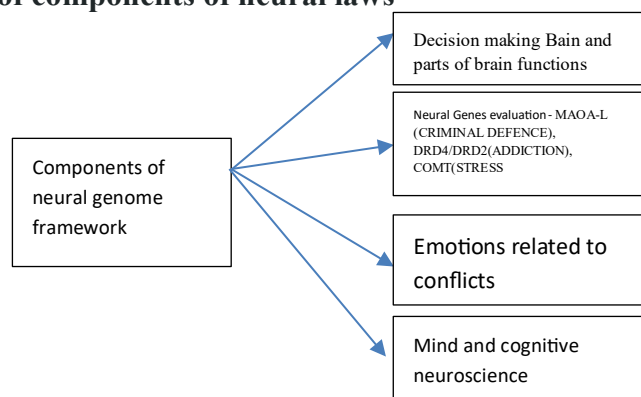
1. Neuro cognitive process stage
2. The neuro genetic adaptation stage'
3. The sensation of Neuro genetic variance between DNA-genes and senses
4. classification of emotions or clustering of beliefs based on present situations
5. NeuroGenes with negative emotions- Conflicts, stress, disputes-formulation neuro law by psychological counselling methods
6. Neuro Genes with positive emotionshappiness, motivated, peace relaxed-Health benefits with motivation and rewards

Process involved in classification of positive cognitive psychology and negative cognitive psychology can undergo Nero genes dispositions.the legal regulations are based on the behaviour of humans which do have not been created to investigate neural genes dispositions at adverse illegal actions done by humans.

## 2.Formulas of psycho neuro genetics law

1. Legal psychology=intellectual quotient+emotional quotient+legal quotient
2. legal quotient=neurolaw+emotional regulations
3. emotionalregulations=safety+ethics+equity+tranquili ty+humanity+awareness
4. neurolaw=neurogenetic+personality traits 5. Neuro genetic = MAOA-L (CRIMINAL DEFENCE), DRD4/DRD2(ADDICTION), COMT(STRESS)
6. Neuro genetic law+human neuroscience cognitive persona=NEURO GENETIC COGNITIVE LAW in Legal psychology

### 3. Conceptual framework of components of neural laws



**Figure 1: components of neural law**

The above diagram depicts the factors that influence the components of neural genome framework, that includes decision making, genes evaluation, emotions, neuroscience

#### 3.1 Psychology in decision making process

In the concept of psychology the basic steps involved in decision making process involves

Mental processes and observable conduct which the explanations can be found throughout the levels like

- Perspectives
- Approaches
- Concepts

The various approaches of psychology include

The biological approach: the general role of psychology in the biological factor that influence the human behaviour some of the biological approach in psychology includes

- Genetic factors
- Neurochemicals
- Hormones
- Nervous system

The ways through which the combinations of psychology and biological factors could enhance or influence the personality, memory, emotions, motivations and learning skills of the humans.

The brain structure of the human is being considered where the biological autonomy characteristics of brain functions are related with its genome and neurochemistry.

The brain structures and functions are

The parts of the brain include

- Frontal lobe- the general function the human being tends to perform using the frontal lobe includes problem solving, thinking, reasoning, speaking etc. The humans using the frontal lobe could analyse the stature of how things are happening and the reasons for the happening and could think and analyse the Objective of communication to convey the things and happenings.
- Pre-central gyrus: the per central lobes are present in frontal lobe which carries the functioned like voluntary movement control, the body part movement are controlled by the motor homunculus, which is the part of the per central gyrus, it has large neuron's called beta cells which projects axons that are connected with the spinal cord which helps in function of the movement of the body parts.
- Temporal lobe: this part of the brain helps in hearing, memory language comprehension and emotional responses. The Amygdala helps in processing the emotional well-being of humans and their memories. The auditory processing happens in this temporal lobe where the sounds are recolourised, and the language comprehension processing happens in this temporal lobe where the language are being interpreted to understand the language and with the visual processing the situations are visioned and stored in the memory processing unit in the temporal lobe which are further changed or responded in terms of emotions.

- Pons: the functions of the pons in the brain is that they get the brain signals in medulla oblongata, cerebellum, and cerebrum where the signals being transferred from nerves and controls the breathing patterns during the respiration. The sleep and wake cycle are also monitored by the parts of pons and the facial sensations are carried out with the influence of the cranial nerves v, vi, vii and viii, which helps in facial expressions, chewing, eye movement hearing and balance. Pain sensations mechanisms are also carried out by pons to produce pain signals. it is found in between the midbrain above and medulla oblongata below. this pons helps in keeping the balance between facial sensation's, eye movement, facial expression, hearing, and balance. most of the neurological disorder occurs here such as brain tumours, stroke and mental illness due to imbalance caused in the pons.
- Parietal lobe: the four major lobes that are included in the parietal lobes are venerable cortex, which are found at upper back of the brain and just behind the frontal lobes and above temporal lobes. This lobe main function is to process and integrates sensory information such as touch, temperature, pain, and body positions., the Somatosensory cortex is the primary sense organ of houses which receives and interprets the sensory inputs from various parts. which plays a role in language processing mathematics and object manipulation. superior parietal lobule processes the sensory information integrations and attentions. which includes the consideration of perception and cognitions.
- Occipital lobe: it is the lobes that are utilised for visual sensations of the human, it deals with visionary areas and the functions of the eyes such as seeing, colour identification etc are controlled by this occipital lobe.
- Cerebellum: it is found at the back of the brain, connected by vermis one of the major functions are movements, postures which ensures correct movements with senses and has most or half of the brain neurons.
- Medulla oblongata: it regulates the heart beats, blood pressure and digestions and active functions regulations of eating, swallowing, sneezing etc. it has white and grey matter that is nerve fibres and nerve neuron's .and has centre reflexes like coughing, sneezing, and vomiting. And has the sensory control over memory and speech.

The brain structure and the genetics that enhance the functioning of brain could decide the way human reacts towards the atmosphere and how well the person can handle stressful situations that can be analysed through genome.

The genomes that are associated with the human brains are developmental genes which helps in producing the neuron's during the development of the brain. House keeping and protection SOD1 helps in protecting the neuron's from DNA damage. structural and functional neuro genes such as. PRUNE, VARS, DHX37, AGBLZ, SLC18A2 which have been found to respond to intellectual disorders and neurological diseases. Synaptic and communication genes SRGAP2 which helps in performing higher cognitive functions of the humans.

Genes that are related to intelligence are, ITIH3, LAMB2 and Cadherins (PCDHAI-7, CDHR4, for communications, TSNARE1, GBF1 and ARJGAP27, genes are related with vesicle trafficking and FOXO3 involves the genes that are related to cognitive functions and dendritic growth. APOE is related to. Brain aging.

The second approach in psychology is the cognitive approach in this the application of the knowledge has been utilised through specified mechanisms, that could be related to cognitive actions and processes your thoughts, beliefs, emotions, perceptions all are considered for the evaluation of the cognitive processes. it has the focus on what maladaptive thoughts could help in development of mental illness. one of the illness caused in mental depressions. it is all related with the information you received and how you process and implement it for further decision making activities through the temporal lobes and pons etc. The behavioural approach details the psychology of human influence through the environmental factors with antecedents and consequences as mechanisms. The role of experiences in defining the human state of being happy and sad will be explained by the behaviour psychology theory. the moods of the human being is entirely deciding the functions of behavioural psychology.

The psychoanalytic approach this approach was broadly concentrated on experiences of humans in youths and how it affects when they become adult and how it influences its personality., Zsigmondy Freud in 19<sup>th</sup> century stated that the desires have the influence of er the psychology of the humans. The role of past experiences of the human tend to relate to current cognitive and behavioural experiences in decision making with perceptions of world.

The humanistic approach tends to relate to the ability of humans to decide their future and predict their outcomes and ability to improve his or her own future decision making. The individual may require some effort to achieve their full potential, humanistic and psychology to predicts his own future. the innovation, form a good relationship with other human beings, involving in activities that could help in improving self or motivations of self that empathise the uniqueness of the individual based on their experiences and capacity.

#### **4. Research objectives**

From the literature there are laws for addressing the mental disorder such as mental health act, posh act for women harassment etc but there has been no consideration to Neuro laws and their significant impact over human emotional regulations with Neuro cognitive perspective to regulate the inside consciousness and genes this lead the aim of this research,

- The need for neural gene screening to mitigate legal obstruction to address human behaviour
- Neural laws for genetic disorders to address brain malfunctioning and stress causing hormones and neurotransmitters
- Causation of human diverse thinking and actions during neural process prediction.
- The role of identifying the influencing of neural genes in decision making process.

#### **5. Research questions**

The detailed description of laws are still in disparity with present generation of genome framework which does have the absence of neuro genetic laws that has no regulated ethical guidelines such as neuro gene assessment are not still done to victims before judgement provided by lawyers , the complete brain imaging and neural genes disorders assessment techniques are still not in practice in india to determine the forensic evaluations and health considerations, The role of genome framework must be considered as a tool to internal assessment for any human being who are under conflicts, state of depression, performing illegal actions and determine the defence mechanisms to resolve any type of conflicts caused and analyzed.

1. Is there any significant impact of neural assessment to enhance the decision-making process of the judges
2. Is there any significant impact of neurocognition and belief method to resolve conflicts
3. Is there any significant impact of neural genes to reduce the victim's illegal activities
4. Is there any significant impact on implementing the neuroscience genetic testing in improving and predicting health risk of employees in the organisations
5. Is there any significant impact on assessing the neurolaws to address mental health trauma of women employees in the company

#### **5.1 U.S. Case Law Related to Neural Genes and Neuroscience Comprehensive Legal Analysis and Judgments Executive Summary**



## U.S. Case Law Related to Neural Genes and Neuroscience

Comprehensive Legal Analysis and Judgment

This document provides a comprehensive overview of significant U.S. case law related to neural genes, neurogenetics, and neuroscience applications in legal proceedings. The cases span three primary areas: gene patenting and intellectual property, criminal law applications of invasive justice contexts.

### I. MAJOR CASE LAW WITH JUDGMENTS

#### A. Gene Patents & Intellectual Property

Case	Court/Vote	Judgment	Impact	Legal Principle
<i>Association for Molecular Biology v. Myriad Genetics, Inc.</i> (2013)		Naturally occurring DNA sequences cannot be patented (reducing DNA patentability)	Establishes that naturally occurring DNA sequences cannot be patented, allowing patenting of artificially created cDNA.	Law of nature exception; patentable subject matter
<i>Mayo Collaborative Services v. Prometheus Laboratories, Inc.</i> (2012)		Laws of nature, natural phenomena, and abstract ideas are not patentable	Established the Mayo doctrine limiting patentable subject matter	Neuroscience Evidence: Legal Principle: Mayo doctrine to genetic testing methods
<i>Ariosa Diagnostics v. Sequenom</i> (2013)		Impactful ruling on diagnostic methods for neurogenetic patents	Further application of Mayo doctrine to genetic testing	Neuroscience Evidence

#### B. Constitutional Law & Juvenile Justice

Case	Court/Vote	Judgment	Impact	Legal Principle
<i>Roper v. Simmons</i> (2005)	7-4	Death penalty for juveniles under 18 violates Eighth Amendment	First major neuroscience ruling on juvenile sentencing	Neuroscience evidence can be admissible under proper foundation
<i>Graham v. Florida</i> (2010)	6-5	Life without parole for juvenile non-homicide offenders violates Eighth Amendment	Expanded individualized sentencing requirements	Individualized sentencing required for complex neuroscience evidence
<i>Miller v. Alabama</i> (2012)	5-4	Mandatory life without parole for juvenile homicide offenders violates Eighth Amendment	Required individualized sentencing considering neuroscience evidence of brain development	Individualized sentencing can be admissible but mitigated

#### C. Criminal Law Applications

Case	Court/Vote	Judgment	Impact	Legal Principle
<i>People v. Weinstein</i> (2017)		PEP scan evidence admissible but insufficient for insanity defense	Early neuroscience acceptance in legal proceedings	Neuroimaging evidence requires proper foundation
<i>People v. Goldstein</i> (2002)		Reversed conviction on insanity defense	Advanced use of neuroscience in criminal law	Genetic evidence can be considered but may have limited mitigating effect
<i>State v. Nelson</i> (2010)		MAOA gene evidence considered in mitigation of death	Genetic evidence can be considered but may have limited mitigating effect	Genetic evidence can be considered but may have mitigating effect

The cases that are related with neuroscience and neuro genes has been analyzed in the US court cases. the judgement has a new perspective in final decision making for judgements. Some of the law book they have utilised for their cases includes genetic information and nondiscrimination act, Americans with disability act, 21<sup>st</sup> century cures act.

The concerned presence of neuro genetics legislation has been in action in USA, where the laws are efficiently utilised to provide judgements and considered for decision making process either to decide the reason of victims mental state, or employees mental health and patients well-being, but still when these neuro genetic laws are not impact-able in the developing countries such as India, Dubai, Japan etc. where there is a huge need and gap in the legislation system between the neural genes or neuroscience enactment of legal amendments in law book of their respective countries.

For example from the data from literature we could infer that in the USA they have the GINA act which has the laws that deals with neuroscience, genes discrimination etc, where there is a requirement for the employee to undergo the genetic test for the employment where as in india we do implement the biomedical and health research regulations 2019 where still in india the regulations to employee to foresee or undergo the neuro genetic testing is still not regulated or made mandatory. The need for genetic testing has been made only, if necessary, with the consent from respective authorities in medical council in india. There is a need for every employee in india to undergo this genetic testing as the benefits in doing so can avoid future health at risk and can also be a part of employee's health assessment scheme that could prevent the uncertainty of health issues before.

The general preamble of law has been designed based on the following procedures namely Step1: Analyzing the issues or case

Step2: people involved in the case

Step3: classifying the case whether criminal, property, family, business, women, labour, IPR, etc

Step4: checking the evidence and analyzing the reasons and background of all the related people during the conflicts

Step5-the related sections and acts that could relate to law book Step6: the management guidelines

Step7: finding a methodology in conflict resolution strategy such as adopting 5 Ws, fishbone analysis, swot analysis, pestle analysis, various framework etc to determine a plan a, b, c, d for the given circumstances

Step8: framing a solution to identified problem with future predictions by utilising technology with data

Step 9: Implementing those strategies

Step10: Figuring out the solutions and finding the people to be punished and

Step11: finally providing justice under the law lady in india

The general drawback that has been identified from the literature is there are no steps that has visually considered the neuro cognitive aspects of humans during conflicts, or after conflicts and have no where being considered those neural genetic brain imagining systems could help us understanding the mental state of he human during the conflicts process, the general need to have this neural genetic testing is to provide the outlook of the brain and emotional function of the person that should have the influence in determining the law related to neuroscience that has still not been enacted in the Indian law book to just rephrase the reason for the abnormal behavior of the person and the need to evaluate the psychological well being could do some favor to address the conflicts in more efficient manner.

The metaphysical being of humans are one of the main course of causation of the conflicts and thus the need to consider their brain functions and emotional influence during conflicts do play a crucial role utilising the neural genetic testing to enhance the decision making process of judges to provide decisions of punishment to people illegal activities, thus the legal guidance or law should include a neural psycho genetics evaluation report on every conflicts whether its small or large based on which a separate psycho legal specialist need to provide a detailed report to address the entire case in more biological legal manner that includes neuro genetic law perspective

## 6.Research method

This is research methods adopts both qualitative method and quantitative methods where the primary data has been collected from neurologist, genetic experts, neuroscience expert, psychologist, and human resorted officer and employees especially women in the organisations. The concentration will be all about utilising the neural cognitive memory and presumptions methods to analyse the conflicts and the various neuro genetic psycho analysis tools to address those issues, and a psycho genetics legal framework will be determined in the below steps with a conceptual modeling with scheduling the interview with connivence sampling methods. The secondary data collected here are from journals, books, news, AI neuroscience, law cases etc.

## 7.DISCUSSION AND HYPOTHESIS GENERATION

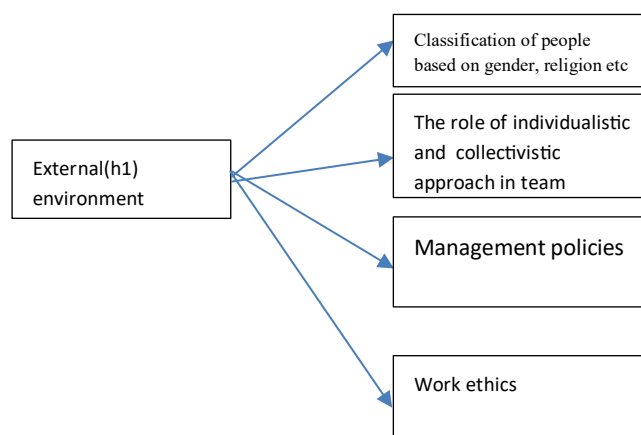
**7.1 The procedure to psychogenetic cognitive analysis** The general formula that could relate the psychological well

being in the organizational setting is denoted by

**NEUROLAW: Environmental factors+Emotional and intellectual intelligence+neural genes screening +human persona analysis+nuro genes law**

### Figure 2: Conceptual framework of neuro law

Stage one: analyzing people in the organisations, it is necessary to find the characteristics of the people who are employees in the organisations, and it is an informed and determined consent that the company do follow labor laws, and have determined the role of employee's remuneration under the labor laws. The determination of employees sense of direction towards decision making with the aspect of teamwork need certain guidelines to follow with to enhance the efficiency in work to align with management mission and vision.



**Figure 3: Factors affecting employee environment**

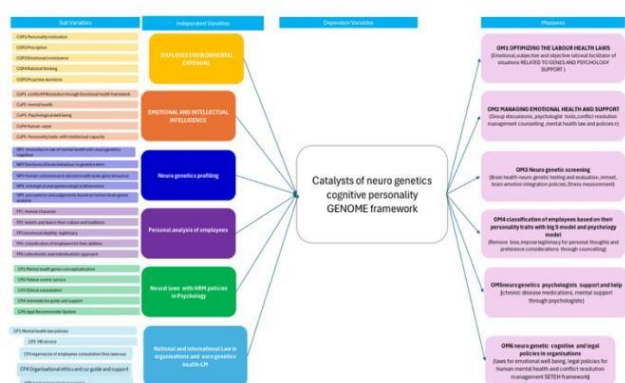
**HYPOTHESIS 1:** Does people and peers' environment in organisation has no significant impact on change in neural genetic model

**HYPOTHESIS 1A:** Does people and peers' environment in organisation has the significant impact on change in neural genetic model

**Stage 2:** The role of skills enhancement phase plays a key role in making the employees do equip themselves with the required skills for the job and the role of considering the mental health of the employees do have the considerate importance for reviewing the emotional intelligence and intellectual intelligence of the employees while up-skilling them. The general method to train the employees includes physical training, online skill training, expert webinars and lectures, inhouse training etc.

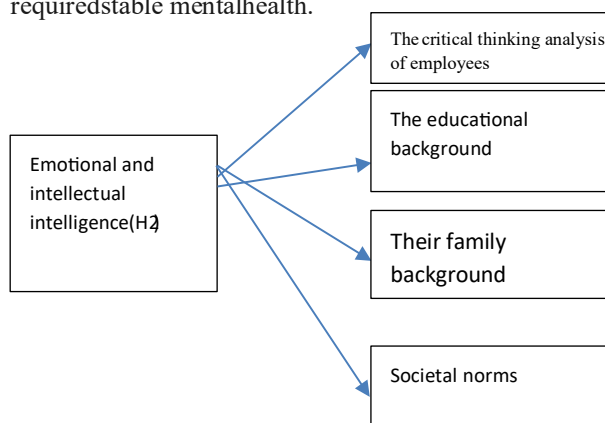
**HYPOTHESIS 2:** Does emotional and intellectual intelligence factor has no significant impact on change in Neuro genes of human

**HYPOTHESIS 2A:** Does emotional and intellectual intelligence factor have significant impact on change in Neuro



genes of human

Thus, to equip with the relevant training may help the employees to handle the task at workplace more efficiently. The critical thinking of the employees should be analyzed with the psychometric tools which can enhance the attention and perception of the employees to undergo training with the required stable mental health.



**Figure4 : Factors affecting emotional and intellectual intelligence**

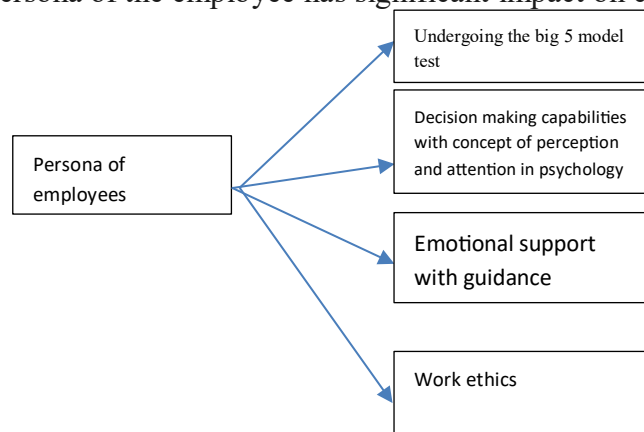


### Stage 3: the employees mental health priority

In this stage the persona of the employees are being under consideration, where the details of characteristics of the employee can be found to be included in any of the specified personality traits that is whether the person is an extrovert, introvert or ambivert. The person is conscientiousness or active listener.etc using the big 5 model.

HYPOTHESIS3: Does persona of the employee have no significant impact on change in neuro genetic model

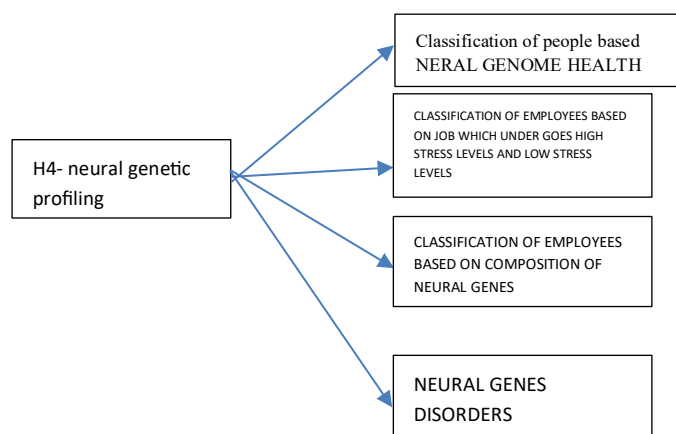
HYPOTHESIS3A: Does persona of the employee has significant impact on change in neuro genetic model.



**Figure5: Factors affecting persona of employees**

Stage 4: implementing the neuro genetic testing methods In these methods the genetic testing of the human especially the neuro health of the person has been considered important, where the neuro genetic testing is visualized using the neuro genetic genome framework that has the impact towards genetic profiling of the human brain and its health measurement. HYPOTHESIS 4: Does the neural genetic profiling have no significant impact of addressing stress related disorders in employees

HYPOTHESIS 4A: Does the neural genetic profiling have significant impact of addressing stress related disorders in employees



**Figure6: Factors affecting neural genetic profiling**

In this stage both the emotional quotient and mental health quotient in termed of psycho genetic analysis has been carried out to decide the level of stable brain activities has been founded that genes do have the profile screening that shows the details about,

Genes description, it includes the genes that controls stress such as

NR3C1-it handles chronic stress

CRH-hormones that regulates pituitary and real with unregulated stress.

BDNF- Neuroplasticity that has stress deprived to depression FKBP5:it regulated ptsd disorders. Which are directly or indirectly linked to stress

SLC6A4: which has variants that correlates serotonin and stress sensitivity.

The general stress models will be developed while comparing it with non stresses genome model. That could help in recommending those women who are in finance and other highly stressed jobs.

FKBP5: the women do feel dysfunction and stressful when they are exposed to higher level of work demanding jobs Where the stress can even create a impact on DNA methylation in NR3C1 and BDNF, affecting the gene model in the future Some of the major techniques that can be utilised for women employees to undergo the genetic testing includes, Quantitative PCR-for profiling the targeted genes, RNA for trans-scriptome analysis and finally microarrays. Thus, considering the genes models profiling with active women stress management committee the employees can be scrutinised based on the psychogenetic analysis model testing to give priority to mental health and wellness

Some of the major neural disorder disease that can be found in prior in utilising the psychogenetic neuro cognitive profiling are

Alzheimer's Disease (AD):

Genes: APOE(E4), PSEN1, PSEN2, APP, ABCA7

When the disease has been identified in very prior manner it can be eradicated by injecting the drug to the particular gene profiles which can further be recommended with diet and exercise with directions of psycho neurology genetic specialist to the employees.

Amyotrophic lateral sclerosis (ALS)

Key genes: SOD1, C9orf72, TARDBP, FUS.

This disease is caused as neuro inflammatory with protein turn over thus can be identified early through genetic profiling that can be eradicated with providing relevant drug, and the concerned person is going through furthermore stress the disease may be difficult to handle and need more time to get recovered from it.

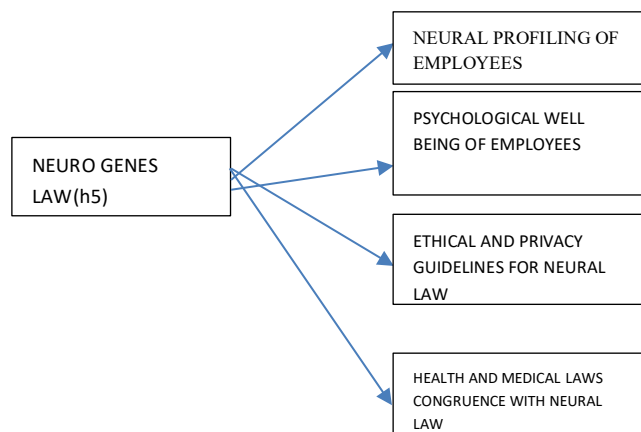
And the major considerations that still need to be under specialized based on the concept of neuro genetic cognitions are its ethical and legal concerns, personalised treatment and law related to genetic that has influence over brain behaviour, where the workplace policies can be further modified to handle this stress-based disorders to overcome such mental instability by the employees, where even the health insurance schemes based on genetic related to neural disorders can be addressed financially providing strong genetic ethical privacy.

Stage5: Role of Neuro genetic cognitive laws implementation  
in assessing the details of employee gene profiling

From the literature we could infer that the role of genetic profiling related to neural genes has no where being considered for the policies of ethical confidentiality in determining the neuro abnormality faced by employees in stress and depressions. Thus, we could infer that there is a need to implement a legal psychogenetic neural policy that could address the issues of brain temporal disorder like stress and anxiety. The biomedical research and medical department of india has provided consent only for utilising the genetic profiling for health relates issues unless there is a need or approved by concerned authority. But there are still no ethical and legal guidelines that has been enacted in order to propose a safe and ethical concerns to use the neural genetic profiling for employees to provide them medical support with legal guidelines to address mental health disparity like stress and anxiety.

HYPOTHESIS5: Does the ethical and legal guidelines for neural genetic profiling has no significant impact of addressing the neural disparity in employees

HYPOTHESIS5A: Does the ethical and legal guidelines for neural genetic profiling has significant impact of addressing the neural disparity in employees.



**Figure7: Factors affecting neural gene law**

STAGE6: The classification of employees based on Traditional method along with neurogenetic cognitive laws In this stage after scrutinising the employees with their mental health and personal, the cutoff framework will be idealised based on their background that includes the educational qualifications and religions based on their analytical skills and the framework that divides the employees with the prior method and test done with background checking could be asked to talked the concerned test of human cognitive skills analysis to enroll them to provide a certification of mentally fit . The detailed framework for psycho cognitive neuro genetic framework analysis in provided in Annexure 1

## 8.Conclusion and recommendations

STAGE6: The Schemes to address the psychogenetic neural employees in an organisations

Scheme 1: Introducing the need and advantaged for using the neural gene testing in the organisations

One of the major ideas to introduce this genetic testing related to neural is based upon the fact that to address the stress and depression faced by the employees in the organisations, which do have not been in highlight of awareness by the people in INDIA.and it's the need for them to prioritise the mental health and well-being

Scheme 2: Comparison with mental health act and neural genetic legal act

One of the common space that has no correlation in mental health act so far is the neural genes related to bio psychology and the influence of human behaviour under conflict and stress is not only due to environmental factors but also due to psychological factors including the genetically variance of neurons in brain which has not still been addressed in the legal context.Hence it would be in great importance if the legal aspects of neural genome framework are formed with psychological base that could address the employees health in terms of mind and hart well-being could enhance the work environment in more positive aspects.

Scheme 3: Introducing the Psycho-genome screening in organisations

This scheme is all been introduced to make this neural genome screening mandatory, even though the classification of employees are being carried out to apt them for job roles using psychometric tools, still their internal mental health being are still in stake which has recently increased the crime in women and men initiating the thought to commit suicide, fail in work ethics,being not heard and feeling lonely along with psychological well being ignorance, towards disease which cannot be cured in later stage. From the data statistics from employee's crime rate in Tamilnadu we could infer that women crime related like rape activities has been increased by 1.1% when compared to last year and even the statistics say during the year 20222- the stress related death in to was around 19834, Some of the major causes for the problems are financial stress, health issues, depression, and mental disorders In 2023-2024 suicides increased to 4.2% when compared to the fiscal year 2021-2022 where the depression and stress are the key factors for the deaths caused in the state. Considering the 2025 projection the stress related suicides has grown 5% and it was seen that around 22,000 people have been undergoing suicide thoughts and have died by sacrificing their life because of no mental health support.

Scheme4: The need to provide a psychoanalytic therapy that could enhance the emotional and mental health well being of the employees along with neural gene assessment could address the issues relating to stress and conflicts based instability disorders to address the key issued that are caused for the suicides. Y the employees in the organisations. It is mandatory to implement those psychological models to address the depression and stress with proper consultation from psychiatrist who is legally equipped with knowledge and skills.

Scheme 5:It is recommended to implement a new law and policies in the organisations to address the mental instability faced by the employees with adaptation of new branch psycho neuro genetic legal executive officer where the legal efficiency in the support to neuro and psychologist could enhance the positive psychological environment in the organisations for future risk prediction that can cause still more deaths if not addressed today.

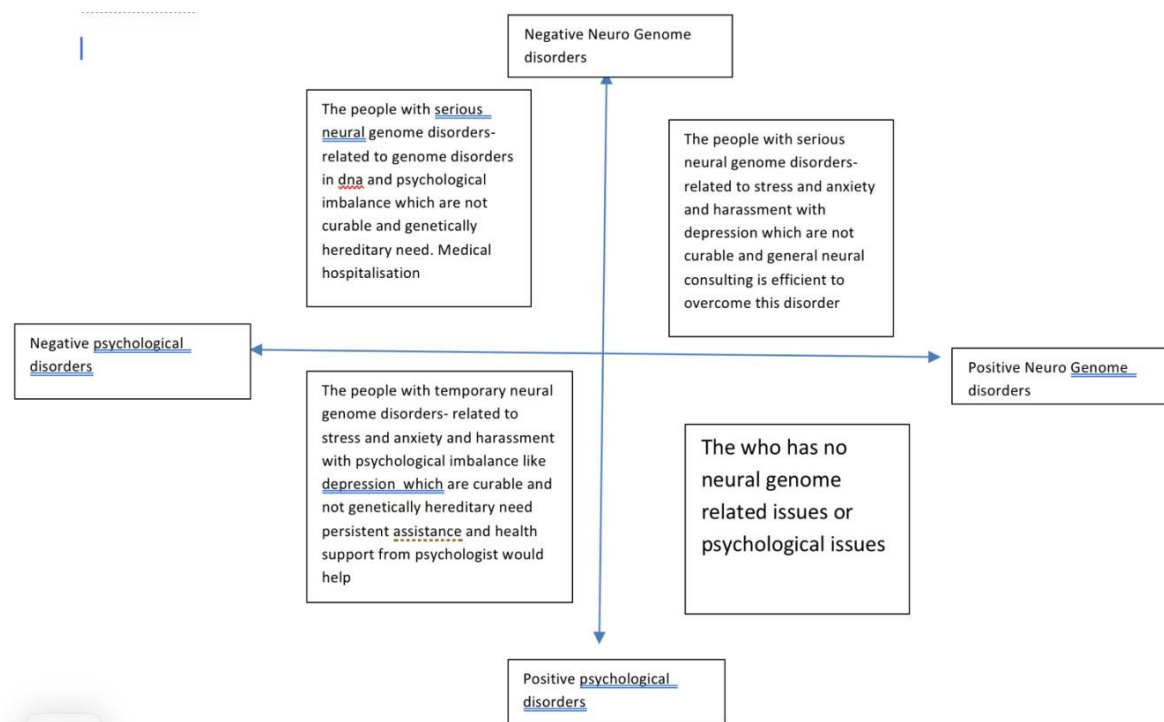
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## ANNEXURE 1

### The psychological neuro genetic frame work



**Fig -1:THE GENERAL OUTLOOK OF NEURAL-GENES COGNITIVE PERSONALITY FRAMEWORK FOR EMPLOYEES**