

CODE OF PROFESSIONAL ETHICS TO BE FOLLOWED AT THE UNIVERSITY
(Extracted from the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018)

All functionaries and the employees of the University shall strictly follow the Code of Professional Ethics prescribed below:

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he should seek to inculcate among students must be his own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

a) Teachers should:

- i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii) Seek to make professional growth continuous through study and research;
- iii) Express free/frank opinion in professional meetings/seminars/conferences;
- iv) Perform assigned duties: teaching, tutorials, laboratory, seminars, research work conscientiously;
- v) Discourage and not indulge in plagiarism and other unethical behaviour in teaching and research;
- vi) Cooperate in carrying out academic & related administrative functions of the University;
- vii) Participate in extension/co-curricular/extra-curricular activities, including the community service.

b) In relation to Students, Teachers should:

- i) Respect their rights and dignity in expressing their opinion;
- ii) Deal justly and impartially with them regardless of their religion, caste, gender and other features;
- iii) Recognize the differences in their capabilities and strive to meet their individual needs;
- iv) Encourage each one to improve attainment, develop personality and contribute to the society;
- v) Inculcate among them scientific temper, spirit of inquiry, democracy, patriotism & social justice;
- vi) Pay attention mainly to their attainments in the assessment of their merit;
- vii) Be available to them even beyond their class hours to guide them without expecting any reward.

c) In relation to Colleagues, Teachers should:

- i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii) Speak respectfully of other teachers and render assistance for their professional betterment;
- iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities;
- iv) Cooperate with other staff of the University to enhance the quality/standard of education; and
- v) Refrain from allowing considerations of caste, creed, religion, race or sex in professional work.

d) In relation to Authorities, Teachers should:

- i) Discharge the responsibilities assigned in a befitting manner according to the Rules/Regulations;
- ii) Refrain from undertaking any other employment/commitment likely to interfere with their work;
- iii) Cooperate in the University development initiatives by discharging the responsibilities assigned;
- iv) Adhere to the terms of contract of Appointment in 'letter and spirit'; and
- v) Refrain from availing of leave likely to affect academic schedule except on unavoidable grounds.

e) In relation to Non-teaching Staff, Teachers should:

- i) Treat them as colleagues and equal partners in the cooperative educational endeavour;
- ii) Help in identifying the re-training needs of non-teaching staff and get them trained regularly;
- iii) Assist in the functioning of joint-staff councils covering both teaching and non-teaching staff;
- iv) Guide them in activities for acquiring new skills/competencies to benefit the University; and
- v) Refrain from allowing considerations of caste, creed, religion, sex in discharging functions.

f) In relation to Parents/Guardians, Teachers should:

- i) Ensure the maintenance of regular contact with them in connection with studies of wards;
- ii) Meet/interact with them regularly for mutual exchange of ideas to benefit the University;
- iii) Assist them in identifying the strengths & weaknesses of their wards for planning their future;
- iv) Serve as a 'Friend, Philosopher and Guide' to help wards achieve their goals effectively; and
- v) Maintain cordial relationship with them for future benefits to enhance the University image;

g) In relation to the Society, Teachers should:

- i) Strive to keep the public informed of the University programmes/activities in public interest;
- ii) Work to improve education in the community for strengthening its moral and intellectual life;
- iii) Be aware of social problems and associate in activities conducive to progress of the Society;
- iv) Perform duties of citizenship, participate in community activities & shoulder responsibilities; and
- v) Refrain from taking part or assisting in activities tending to promote feeling of hatred/enmity.

II. University Officers and their Responsibilities:

Being major functionaries of the University, the University Officers listed in Chapter II are expected to play a leadership role in conducting the affairs of the University. In particular, they should:

- i) Provide inspirational, motivational and value-based academic/executive leadership to the University for policy formulation, operational management and human resource optimization;
- ii) Conduct themselves with transparency, fairness, honesty, highest degree of ethics and decision making capabilities for the best interest of the University;
- iii) Act as custodian of the University's assets in managing the resources responsibly, optimally, effectively and efficiently for providing a conducive working and learning environment;
- iv) Promote a collaborative, shared and consultative work culture in the University with concern for the environment and sustainability, paving way for innovative thinking and ideas;
- v) Endeavour to reach the highest levels of quality, standard and relevance in all aspects of its academic/research/extension work to enhance the image & visibility of the University; and
- vi) Refrain from allowing considerations of caste, creed, religion, race or sex in their professionalendeavour at the University or elsewhere in the Society at large.
