

APPENDIX - I

Code of Ethics for the Teachers of the University

(See Law 22(c) in Chapter XIV of the Laws of the University)

I. Preamble :

Whereas a teacher, conscious of his responsibilities and the trust placed in him to mould the character of the youth and to advance knowledge, intellectual freedom and social progress, is expected to realise that he can fulfil the role of moral leadership more by example than the precept through a spirit of dedication, moral integrity, and purity in thought, word and deed, now, therefore, in keeping with the dignity in his calling, this code of ethics for the teachers of the Yogi Vemana University is laid down to be truly and faithfully observed both in private and public conduct.

II. Misconduct or Improper Conduct or Unacceptable Conduct :

The following lapses shall constitute improper conduct on the part of a teacher of the Yogi Vemana University : -

1. Failure to perform academic duties such as preparation, lectures, demonstration, assessment, guidance, invigilation and all other work connected with examinations.

2. Gross partiality or carelessness in assessment of students, deliberately over-marking/under-marking or attempts at victimization on any ground;

3. Undue and inexcusable delay in evaluation;

4. Inciting students against other students, colleagues, University administration, or the State;

5. Raising questions of nationality, caste, creed, religion, race, sex, political affiliation or region in his relationship with his colleagues, and trying to use the above considerations for improvement of his

prospects and depriving the prospects of others.

6. Refusal to carry out the decisions by appropriate administrative and academic bodies and/or functionaries of the University.

7. Violation of canons of intellectual honesty, such as intentional misappropriation of the writings, research, and findings of others, in short plagiarism.

8. Any other act which is not conducive to smooth and well functioning of the University.

III. Maintenance of Integrity, Devotion to Duty and General Discipline :

1. Every teacher shall at all times maintain absolute integrity and devotion to duty and also be strictly honest and impartial in his official dealings.

2. The teacher shall, at all times, be courteous in his dealings with other members of staff, students and members of public.

3. In his way of living and outlook, every teacher shall set an example to his colleagues and students.

4. Every teacher of the University, except part-time teachers, is a whole-time employee of the University, and may be called upon to perform such duties as may be assigned to him by the competent authority, beyond scheduled working hours and on closed holidays, Sundays and vacation. These duties shall, inter alia, include attendance at meetings of committees to which he may be appointed by the University.

5. The teacher of the University shall be required to observe the Schedule hours of work, during which he must be present at the place of his duty.

6. Except for valid reasons and/or unforeseen contingencies, no teacher shall be absent from duty without prior permission.

7. No teacher shall leave station except with the previous permission of the proper authority even during leave or vacation.

8. Whenever leaving the station, the teacher shall inform the Head of the Department concerned or the Dean, if he is himself the Head of the Department, the address where he would be available during the period of his absence from station for purpose of correspondence and communication from the University.

9. Every teacher at all times conduct himself in accordance with the orders regulating behaviour and conduct which may be in force in the University.

10. No teacher shall discriminate on grounds of caste, creed, sect/religion, sex, nationality, language, political affiliation or any one of them. He shall also discourage such tendencies among his colleagues and students.

11. Every teacher shall devote himself diligently to his work and utilise his time to the service of the University and to the cause of education and give full co-operation in all academic programmes and other activities conducive to the welfare of the student community.

12. The teacher shall not resort to arbitrary denial of access to instruction, or persistent intrusion of material unrelated to the course.

13. Relationship between the teacher and the taught :

The teacher -

(i) respects the dignity, beliefs and rights of students and the right to privacy and confidentiality;

- (ii) acknowledges the individuality and needs of each student, and guides and encourages them to reach their potential;
- (iii) does his best to infuse students with human values and the basic human rights enshrined in the Constitution;
- (iv) is authoritative but compassionate;
- (v) does neither humiliate students, nor have sexual relationships with them;
- (vi) does not harass students, sexually or physically;
- (vii) uses respectable language and behaviour, and acts in a way that will earn respect from students;
- (viii) takes reasonable steps to ensure the safety of students; and
- (ix) does not abuse his position for financial, political or personal gain.

14. Relationship between the teacher and the community :

The teacher recognises that his University or institution serves the community, and accepts different customs, codes and beliefs within the community.

15. Relationship between the teacher and the profession :

The teacher -

- (i) acknowledges that his duties require co-operation with and the support of colleagues;
- (ii) keeps abreast of educational trends and developments;
- (iii) promotes the ongoing development of teaching and research as a profession; and
- (iv) accepts that he has a professional obligation towards education and to strive for achieving excellence in his profession.

16. *Relationship between the teacher and colleagues :*

The teacher -

(i) does not undermine the status and authority of colleagues;

(ii) does not sexually harass colleagues;

(iii) respects the responsibilities and authority of colleagues; and

(iv) uses proper procedures in cases of professional incompetence or misbehaviour.

IV. Taking part in Politics and Elections :

1. No teacher shall take active part in politics so as to cause interference in the discharge of his duties, nor shall he in any manner associate himself with any movement or organisation which is or lends directly or indirectly to be subversive of law and order or the interest of the University education.

2. He shall not subscribe in aid or assist in any manner any political movement or organisation.

3. No teacher shall canvass or otherwise interfere or use his influence in connection with or take part in any election to a legislative body or local authority :

Provided that a teacher of the University qualified to vote at such election may exercise his right to vote, but when he does so, he shall give no indication of the manner in which he proposes to vote or has voted.

4. No teacher shall, without previous intimation to and permission of the Executive Council stand for election or accept nomination to any local body, legislature of the State or Parliament nor shall he in any manner force his subordinates or his students against their will for the canvassing of his election.

5. The teacher shall before seeking election or accepting nomination as aforesaid give an undertaking to the Executive Council that in the event of his being elected or nominated, he shall, if so required by the Executive Council, remain on leave with or without pay as may be admissible to him under the Laws for the period he remains a member of such local body, legislature or Parliament.

6. The Executive Council may direct a teacher who has been elected or nominated to any local body, legislature or Parliament, to apply for leave for the whole or part of the period referred to in Law 5 above and the teacher shall without fail comply accordingly;

Provided that the granting of any leave to a teacher nominated to any local body, legislature or Parliament shall not prejudice his right to promotion, increments or other benefits, if any, to which he would have been entitled, had he not proceeded on leave.

V. Demonstrations and Strikes :

1. No teacher shall engage himself or participate in any demonstration or strike or incite students to demonstrate, or strike, which is prejudicial to the interest of the University or to the interest of public order, decency or morality.

2. He shall not cause or incite students to cause, intentional disruption of functions or activities sponsored or authorised by the University or disrupt, interfere, or intimidate in a class room.

VI. Connection with Press or Radio :

1. No teacher of the University shall, except with the previous sanction of the Executive Council, own wholly or in part, or conduct, or participate in the editing or managing of any newspaper or other periodical publications.

2. No teacher of the University shall, except with the previous sanction of the Executive Council, or any other authority empowered by it in this behalf, or in the bonafide discharge of his duties, participate in a radio broadcast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any newspaper or periodical :

Provided that no such sanction shall be required if such broadcast or contribution is of purely literary, artistic, academic or a scientific character.

Note : Subject to the restrictions noted below, members of the teaching staff are at liberty, without any sanction as contemplated in paragraph 2 above, to publish their original scientific works in journals of repute in India and abroad or to serve on the editorial board of any purely scientific and academic journal. If, however, they wish to indicate their official designations in the articles they want to publish, previous sanction of the Executive Council shall be necessary.

Such articles must be strictly confined to purely scientific subjects and shall not touch upon administrative matters. They shall be free from all political tinge.

Publication of articles relating to India's boundary areas and the tribal population in such areas without previous permission of the Executive Council is prohibited

VII. Joining of Association by teachers :

No teacher shall join or continue to be a member of an association, the objects and activities of which are prejudicial to the interest of the University or the sovereignty and integrity of India or Public order or morality;

Provided that a teacher may become a member of the Association of teachers as may be approved by the University according to Laws.

VIII. Criticism of the University or Government :

No teacher shall in any radio broadcast or in any document publish anonymously or in his own name or in the name of any other person or in any communication to the press or any public utterance make any statement or express an opinion,

(i) which has the effect of an adverse criticism of any current or recent policy or action of the University; or

(ii) which is in the nature of character assassination, reflection on the personal life of his superiors; or

(iii) which is in the nature of criticism of individual as distinct from policy decision; or

(iv) which is capable of embarrassing the relations between the University and the Central Government or any State Government or any other Institution or organisation or members of the public:

Provided that nothing in this Law shall apply to any statement made or views expressed by a teacher in his official capacity or in the due performance of the duties assigned to him.

IX. Evidence before Committee or any other Authority :

1. Save as provided in sub-paragraph (3) below, no teacher shall, except with the previous sanction of the Vice-Chancellor, give evidence in connection with any inquiry conducted by any person, committee or authority.

2. Where any sanction has been accorded under sub-paragraph (1) above, no employee giving such evidence shall criticise the policy or any action of the University or the Central Government or any State Government.

3. Nothing in this paragraph shall apply to –

(a) evidence given at any inquiry before any authority appointed by the University, by Parliament or by a State Legislature; or

(b) evidence given in any judicial inquiry; or

(c) evidence given at any departmental inquiry ordered by the University Authorities.

X. Unauthorised Communication of Information :

1. No teacher shall, except in accordance with any general or special order of the competent authority, or in the performance, in good faith, of the duties assigned to him, communicate, directly or indirectly, any official document or information to any person to whom he is not authorised to communicate such document or information.

2. No teacher shall enter into any pecuniary arrangement with any other teacher or student of the University so as to afford any kind of advantage to either or both of them in any unauthorised manner or against the specific or implied provisions of any Law for the time being in force.

XI. Gifts :

No teacher shall, except with the previous sanction of the competent authority, accept or permit his/her spouse or any other member of his family to accept, from any person any gift of more than trifling value. The interpretation of the term “trifling value” shall be the same as laid down in the Laws.

XII. Private Trade or Employment or Tuition :

1. No teacher shall, except with the previous permission of the Executive Council, engage, directly or indirectly, in any trade or business or any private tuition or undertake any employment outside his official Assignments :

Provided that the above restrictions shall not apply to academic work and consultative practice undertaken with the prior permission of the Executive Council which may be given subject to such conditions as regards the acceptance of remuneration as may be laid down by the Executive Council.

2. No teacher shall borrow money from his subordinates or students.

XIII. Prohibition of canvassing in service matters :

No teacher shall bring or attempt any influence to bear upon any question in respect of matters pertaining to his service.

XIV. Misuse or Improper use of Official amenities :

No teacher shall unauthorisedly or carelessly use, for personal, commercial, political or religious purposes, resources, facilities and amenities provided to him by the University for the discharge of his official duties.

XV. Insolvency, Habitual Indebtedness and Criminal Proceedings :

1. The teacher shall so manage his private affairs as to avoid habitual indebtedness or insolvency. When the teacher is found liable to arrest from debt or has recourse to insolvency or when it is found that a moiety of his salary is continuously being attached, he may be liable to dismissal. A teacher who becomes the subject of legal proceedings for insolvency shall forthwith report full facts to the University.

2. The teacher who gets involved in some criminal proceedings shall immediately inform the Executive Council through the Head of the Department to which he is attached, irrespective of the fact whether he has been released on bail or not.

3. The teacher who is detained in police custody, whether on criminal charge or otherwise, for a period longer than forty-eight hours is liable for suspension and consequently shall not be permitted to join his duties in the University.

XVI. Movable, Immovable and Valuable Property :

Every member of the teaching staff shall, on first appointment in the University service and thereafter at such intervals as may be prescribed by general or special orders of the Executive Council, submit a return in such form as the University may prescribe in this behalf of all immovable property owned, acquired or inherited by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person.

Note : “Members of the family” in relation to a teacher includes :

(i) the wife, child or step-child of such teacher residing with and dependent on him and in relation to a teacher who is a woman, the husband residing with and dependent on her, and

(ii) any other person related, whether by blood or by marriage to the teacher or to such teacher’s wife or husband and wholly dependent on such University teacher, but does not include a wife or husband legally separated from the teacher, or child or step-child, who is no longer in any way dependent upon him, or whose custody the teacher has been deprived of by Law.

XVII. Vindication of Acts and Character of teachers:

No teacher shall, except with the previous sanction of the Executive Council, have recourse to any Court of Law or the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character :

Provided nothing in this Law shall be deemed to prohibit a teacher from vindicating his private character or any act done by him in his private capacity.

XVIII. Marriages, etc. :

A teacher intending to marry a person who holds a citizenship of another foreign country shall seek prior permission of the Executive Council.

No teacher who has a legally wedded wife living, shall contract another marriage and any violation in this regard, the teacher is liable for immediate dismissal from the University service.

XIX. Representations :

(a) Whenever a teacher wishes to put forth any claim, or seeks redress of any grievance or of any wrong done to him, he must forward his case through proper channel, and shall not forward advance copies of his application to any higher authority, unless the lower authority has rejected the claim, or refused relief, or the disposal of the matter is delayed by more than three months.

(b) No teacher shall be signatory to any joint representation addressed to the authorities for redress of any grievance or of any other matter.

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