

Code of Conduct for Teachers

Code of Professional Ethics

1. **Commitment to Education:** Teachers should demonstrate a strong commitment to providing high-quality education and fostering a passion for learning among students.
2. **Respect for Students:** Teachers should treat all students with respect, fairness, and empathy, valuing their diverse socio-economic backgrounds and individual needs.
3. **Academic Integrity:** Teachers should promote and uphold academic integrity, emphasizing honesty, originality, and ethical conduct in teaching and research.
4. **Student Welfare:** Teachers should prioritize the well-being and safety of students, creating a supportive and inclusive learning environment.
5. **Competence and Professional Development:** Teachers should continuously enhance their professional competence, staying updated with the latest developments in their field of study and teaching methodologies.
6. **Impartiality and Objectivity:** Teachers should remain impartial and objective in assessing student performance and providing feedback.
7. **Confidentiality and Privacy:** Teachers should respect the confidentiality of student information and protect their privacy rights.
8. **Avoiding Conflicts of Interest:** Teachers should avoid engaging in activities or relationships that may lead to conflicts of interest, compromising objectivity or fairness.
9. **Inclusivity and Diversity:** Teachers should foster an inclusive and diverse learning environment that respects and embrace students from different backgrounds and cultures.
10. **Professional Conduct:** Teachers should exhibit professional behavior at all times, both within the university premises and outside. Teachers should desist from taking up private consultancies/part-time engagements without informing the University. All such engagements should be routed through proper channel and should benefit the interests of the University.
11. **Responsible Use of Authority:** Teachers should use the authority and power granted to them as educators responsibly, ensuring it benefits students' learning and growth.
12. **Ethical Research and Publication:** Teachers should adhere to ethical practices in research and scholarly publication, giving proper credit to sources and avoiding plagiarism.
13. **Balancing Teaching and Research:** Teachers should maintain a balance between teaching, research, and other academic and administrative responsibilities.
14. **Collaboration and Collegiality:** Teachers should promote a culture of collaboration and collegiality among colleagues, fostering a supportive academic community.
15. **Responsible Use of Resources:** Teachers should use university resources responsibly and efficiently, ensuring they are utilized for academic purposes.
16. **Openness to Feedback:** Teachers should be open to constructive feedback from students, colleagues, and administrators, using it to improve teaching practices.
17. **Participation in University Affairs:** Teachers should actively engage in university affairs, contributing to committees, faculty meetings, and academic decision-making processes.
18. **Professional Development Support:** Teachers have the right to access opportunities for professional development and growth, including attending workshops, conferences, and training sessions.
19. **Academic Freedom:** Teachers have the right to academic freedom, which includes the freedom to pursue research, express ideas, and engage in scholarly work without censorship or fear of retribution.
20. **Fair Evaluation:** Teachers have the right to fair evaluation of their performance, with transparent and objective criteria for promotion and tenure decisions.

(1) Teachers and their rights :

The Teachers shall enjoy full civic and political rights as provided by the Indian Constitution. The teachers shall have a right to adequate emoluments, and academic freedom, social position, justified conditions of service, professional independence and adequate social insurance.

(2) Duties of University Teachers:

1. **Effective Teaching:** Providing effective and engaging instruction to students, using appropriate teaching methodologies.
2. **Student Support:** Providing academic and personal support to students, helping them succeed in their studies and personal development.
3. **Research and Scholarship:** Engaging in scholarly activities and contributing to the advancement of knowledge in their field of expertise.
4. **Curriculum Development:** Participating in the development and review of curriculum and educational programs.
5. **Assessment and Feedback:** Fairly assessing student performance and providing constructive feedback to facilitate their learning.
6. **University Service:** Participating in university service, including committee work and academic governance.
7. **Professional Development:** Continuously updating their knowledge and skills through professional development activities.
8. **Maintaining Academic Integrity:** Upholding and promoting academic integrity among students and colleagues.
9. **Collegiality and Collaboration:** Collaborating with colleagues and fostering a positive and supportive academic community.
10. **Adherence to University Policies:** Complying with university policies and guidelines related to teaching, research, and professional conduct.

a) Teachers and the students :

The teacher shall

- i. respect the right and dignity of the student in expressing his/her opinion.
- ii. deal justly and impartially with students regardless of their religion, caste, sex, political, economic, social and physical status.
- iii. recognize the difference in aptitude and capabilities among students and strive to meet their individual needs.
- iv. encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
- v. inculcate among students scientific, progressive and rational outlook and respect for physical labour and ideals of democracy, patriotism and peace.
- vi. be affectionate to the students and not behave in a vindictive manner towards of them, for any reason.
- vii. pay attention to only the attainment of the student in the assessment of merit.
- viii. make himself available to the students even beyond their class hours and help and guide them without any remuneration or reward.
- ix. aid students to develop an understanding of our national heritage and national goals, and
- x. refrain from inciting students against other students, colleagues or administration.

b) Teachers and Colleagues :

The teachers shall always

- 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 professional betterment,
- iii. refrain from lodging unsubstantiated allegations against colleagues to higher authorities,
- iv. refrain from exploiting considerations of caste, creed, religion, race or gender in their professional endeavour,
- v. be thoroughly social and humane, democratic and rational, towards other teachers,

- vi. strive at any cost to remove and wash out the local tensions and controversies and disputes.
- vii. believe in union and unity of the colleagues.

c) Teachers and authorities :

The teachers shall

- i. discharge their professional responsibilities according to the existing rules and adhere to procedure and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest.
- ii. not undertake any other employment and commitment including private tuitions and coaching classes;
- iii. co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- v. should adhere to the conditions of contract;
- vi. give and expect due notice before a change of position is made; and
- vii. leave is not a matter of right, rather privilege that should always be avoided keeping in due consideration, the academic and administrative responsibilities and the larger interest of the institution.

d) Teachers and nonteaching employees :

- i. the teachers should treat the non-teaching employees as colleagues and equal partners in a co-operative undertaking, within every educational institution.
- ii. the teachers should help in the function of joint staff council covering both teachers and the nonteaching employees.

e) Teachers and guardians:

The teachers shall try to see through teachers' bodies and organizations that institutions maintain contact with the guardians of their students, send report of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

f) Teachers and Society:

The teachers shall

- i. recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
- ii. work to improve education in the community and strengthen the community's moral and intellectual life.
- iii. be aware of social and economical problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
- iv. perform the duties of citizenship, participate in community activities and shoulder responsibilities of public office.
- v. refrain from taking part in or subscribing to or assisting in any way, activities which tend to promote feeling of hatred or enmity among different communities, relations or linguistic groups but actively work for National Integration.
- vi. Refrain from giving person views on any matter related to university through print, tele media or any other means that may create a sense of fear, hatred or insecurity and may be detrimental to the overall image of the university.