

D.A.V. COLLEGE, SADHAURA

CODE OF CONDUCT

- 1.** Every teacher shall, at all times, perform his/her duties efficiently, maintain discipline, uphold complete integrity, and remain fully devoted to the responsibilities assigned.
- 2.** Unless expressly provided otherwise, a teacher shall devote his/her entire working time to the College for all academic and allied activities and shall serve the College in such capacity and at such place as may, from time to time, be directed by the Principal.
- 3.** A teacher wishing to apply for any outside job, post, or scholarship shall obtain prior sanction of the Managing Committee through the Principal before doing so.
- 4.** Except in exceptional circumstances, no teacher shall remain absent from his/her duties without obtaining prior permission from the competent authority.
- 5.** No teacher shall participate in, subscribe to, support, or assist any movement that tends to promote feelings of hatred or enmity among different classes or sections of the Indian Union, or that is likely to disturb public peace.
- 6.** Except with the prior sanction of the competent authority, no teacher shall wholly or partly own, conduct, edit, or manage any newspaper or periodical, nor shall he/she act as a correspondent for a newspaper or periodical.
- 7.** A teacher shall avoid habitual indebtedness or insolvency. If a teacher becomes subject to legal proceedings relating to insolvency, he/she shall immediately report the complete facts to the competent authority.
- 8.** No employee shall publicly make adverse criticism of the administrative actions of the College authorities.
- 9.** Except in accordance with any general or special order of the College authorities, or in the bona fide performance of assigned duties, no employee shall directly or indirectly communicate any official document or information to any employee or any other person who is not authorized to receive such document or information.
- 10.** Except with the prior sanction of the College authorities, no employee shall directly or indirectly engage in any trade, occupation, or business, or undertake any other employment or private tuition work.
- 11.** No employee shall appear in any examination without obtaining prior permission from the Management. However, a teacher may, without such sanction, undertake honorary work of a purely social or charitable nature, or occasional work of a literary, artistic, or scientific character, provided that such work does not interfere with his/her official duties. The teacher shall not undertake, or shall discontinue, such work if directed to do so by the College authorities.
- 12.** No employee shall write or prepare a help book or cheap notes.
- 13. The following lapses, if established after due enquiry, shall constitute improper conduct on the part of a College teacher:**
 - i)** Failure to discharge academic responsibilities, including class lectures, demonstrations, assessment, guidance, invigilation, and other acts or actions that may adversely affect his/her stature as a teacher or the dignity of the teaching profession.
 - ii)** Gross partiality in the assessment of students, including deliberate over-marking or under-marking, or any attempt at victimization.

iii) Engineering or spreading discontent of any kind among students, colleagues of the faculty, or the administration of the institution. This provision does not, however, restrict a teacher's right to express academic differences concerning basic principles or theories under discussion or consideration in seminars or other extracurricular activities in which students participate.

iv) Raising issues of caste, creed, religion, race, or sex in relationships with colleagues, or attempting to use such considerations for advancing personal prospects.

v) Refusal to implement decisions of the appropriate administrative and academic bodies and/or functionaries of the College. This does not restrict a teacher's right to express meaningful and responsible differences regarding their policies or decisions. A militant approach shall be completely avoided.