

SREE SANKARACHARYA UNIVERSITY OF SANSKRIT

PROFESSIONAL ETHICS

Statement of Objectives of the Professional Ethics

The statement take this venture to state academic positions of the university, by which the stakeholders are conveyed the way university wishes to carry forward/out its academics.

1. The university will provide maximum opportunities to teachers and researchers for learning, mentoring and training towards individual and academic excellence.
2. University will ensure the academic freedom and creativity of the teachers and the scholars
3. Ensure encouragement and promotion of the practice of inclusiveness, pluralism and diversity in all its phases such as teaching, learning and researching.
4. Education, specifically university education, is cultural, social and political action and engagement. Every student, researcher or faculty who come into contact with the university shall have to understand this distinctive, inclusive, diverse and peculiar dimension of teaching-learning process.
5. An atmosphere for knowledge production, the primary objective of the university, through teaching and research shall be created and maintained; the production of knowledge is for the benefit of society and for its own sake.
6. As an institution of high stature, university shall contribute to the transformation of society, at large, and uphold the democratic ideals that are enshrined through the adoption of constitution.
7. The university is committed actively taking part in the socio-historical developmental process of society and assert its transformative and emancipatory role.
8. Encourage teaching, learning and researching the indigenous cultural patterns and knowledge system.
9. University as a formal academic institution is sensitive towards equality, freedom, democracy, autonomy, collective empowerment and violations of human dignity.
10. University, through its teaching and research, will address the local, regional and global problems particularly, poverty, environment, inequality etc.
11. University will be committed in ensuring the overall wellbeing of its members as that is crucial for achieving academic excellence.
12. Avoid all forms of harassment, exploitation and discriminatory treatments (based on religion, caste, gender, sexuality, political, economic, social and physical characteristics) of teachers/students/administrative staff.
13. At the outset, the university is designed as a place where students and teachers, together, learn think critically, cultivate criticality in approaching knowledge and practices and to prepare for life and work.

Professional Ethics for Teachers and Administrative Staff

A. TEACHERS

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his/her students and the society at large. Teachers should enjoy full civic and political rights of our democratic country. Teachers have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

Teachers shall:

1. Adhere to a responsible pattern of conduct facilitating free and fair academic activities.
2. Seek to make professional growth continuous through study and research.
3. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge.
4. Maintain active membership of professional organisations and strive to improve education and profession through them.
5. Perform their duties in the form of teaching, tutorials, practical, seminars and research work, conscientiously and with dedication.
6. Practice and set examples for practicing intellectual honesty. Academic integrity and honesty shall be highly valued and appreciated in all academic pursuits of the university. Discourage and not indulge in plagiarism and other non-ethical behaviour in teaching and research.
7. Obligated to practice and promote critiquing in everyday academic activities.
8. Practice and set examples for practicing intellectual honesty.
9. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition.
10. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
11. Participate in extension, co-curricular and extra-curricular activities, including the community service.
12. Promote cooperation between different academic disciplines within and outside the university in pursuance of academic excellence and interdisciplinary knowledge production.

II. Teachers and Students

Teachers shall:

1. Respect the rights and dignity of the student in expressing their opinion.
2. Recognise and respect students as individuals and adhere to the role of intellectual guide and mentor in the best way through adopting every possible means to fostering the honest academic engagements.

3. Acknowledge academic and scholarly assistance from students and scholars.
4. Avoid all forms of harassment, exploitation and discriminatory treatments (based on religion, caste, gender, political, economic, social and physical characteristics) of students; because these negative approaches hamper the free and independent academic scholarships.
5. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs.
6. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
7. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason.
8. Pay attention to only the attainment of the student in the assessment of merit.
9. Ensure availability to the students even beyond lecture hours and lecture halls helping to bring out the best from each student/scholar.
10. Refrain from inciting students against other students, colleagues or administration.
11. Recognise and promote research students'/scholars' rights and their ability to think independently, critically and creatively.
12. Help researchers to comply with standards of good research conduct and best possible outcome.
13. Teachers shall encourage students in networking and developing collaborations with other departments and institutions, as part of fostering the intellectual excellence.

III. Teachers and Colleagues

Teachers shall:

1. Treat other members of the profession in the same manner as they themselves wish to be treated.
2. Speak respectfully of other teachers and render assistance for professional betterment.
3. Refrain from making unsubstantiated allegations against colleagues to higher authorities.
4. Refrain from allowing considerations of caste, creed, religion, race or gender in any professional or personal endeavours.
5. Maintain healthy interpersonal relationship, conducive to the fulfilment of academic interests at the individual level, and to that of the university.
6. Collaborate and associate in the best interests of academic endeavours.
7. Ensure in all the possible ways that academic interests prevail over the personal.
8. Always bear in mind the role of teachers in the maintenance of free and fair academic atmosphere in the university.

IV. Teachers and Authorities:

Teachers should:

1. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through

their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest.

2. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities.
3. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand.
4. Co-operate through their organisations in the formulation of policies of the other institutions and accept offices.
5. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession.
6. Adhere to the terms of contract.
7. Give and expect due notice before a change of position takes place.

V. Teachers and Administrative Staff:

Teachers should:

1. Treat the administrative staff as colleagues and equal partners in a cooperative undertaking, within every educational institution.
2. Help in the functioning of joint staff councils/meetings covering both the teachers and the administrative staff.
3. Recognise the role of administrative staff in rendering supports in all the academic and research activities; and, in larger sense, administrative staff of the university also constitute the part of academic community of the university.
4. Create atmosphere for all administrative and technical staff to work closely in association with and supporting the academic and research activities in the university.
5. Earn support and assistance from administrative staff in respect of the prerogative of sharing knowledge, guiding and supervising research and in the engagement of other academic activities of students and faculties.

VI. Teachers and Guardians

Teachers shall:

1. Maintain positive relationships with parents/guardians in all possible ways.
2. Provide academic feedbacks to the parents/guardians.
3. Collect feedbacks on academic activities and take them into account while revising syllabus and drafting policies.
4. Actively involve in the guardianship programmes (Eg: Parents-Teachers Association), so as to maintain good communication with parents/guardians.

VII. Teachers and Society

Teachers shall:

1. Respond to the social situations and do engage with such issues through writing, discussing and debating.

2. Critically analyse the socio-cultural and political situations of the contemporary and historical dimensions of the society and engage in deliberations through different media, print or visual.
3. Engage in the process of educating society on literary, historical, cultural, social and contemporary issues through various forms of academic involvements.
4. Advocate and stand for the rights and privileges of the weaker sections such as dalits, transgender (and individuals with different sexual identities), children etc. of the society as envisioned by the constitution of India.
5. Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
6. Work to improve education in the community and strengthen the community's moral and intellectual life.
7. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
8. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices.

B. THE VICE-CHANCELLOR/PRO-VICE-CHANCELLOR

The Vice-Chancellor/Pro-Vice-Chancellor shall:

1. Provide academic and executive leadership to develop and sustain the academic culture to think independently, critically, inclusively and creatively.
2. Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability.
3. Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and make decisions, that is in the best interest of the university.
4. Act as steward of the university's assets in managing the resources responsibly, optimally, effectively and efficiently for providing a conducive working and learning environment.
5. Give utmost priority in encouraging and creating atmosphere that is conducive for the free and fair academic activities and encourage excellence in output.
6. Promote the collaborative, inclusive, shared and consultative work culture in the university, paving way for critical and innovative thinking and ideas.
7. Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the humanity and environment.
8. Refrain from allowing considerations of caste, creed, religion, gender or sex in their professional endeavour.

C. CODE OF CONDUCT FOR ADMINISTRATIVE STAFF

I. Administrative staff shall:

1. Ensure all administrative support to develop and sustain the academic culture to think independently, critically, inclusively and creatively.
2. Ensure just and impartial treatment to all students, teachers and administrative staff irrespective of religion, caste, class, gender, economic and social status.
3. Be dedicated and be contributing regularly to the academic and personal growth of students by rendering appropriate services throughout the duration of their academic programme in the university.
4. Show respectful and affectionate attitude towards teachers, students and colleagues.
5. Recognise the primacy of the role in supporting the academic and research activities in the university.
6. Create atmosphere enabling to work closely, in association with and supporting the academic and research activities in the university.
7. Cooperate whole heartedly with the authorities in the fulfilment of mission and visions of the university by performing the respective roles in a professional manner.
8. Avoid unethical practices even on the grounds that it is 'customary' and never compromise integrity for expediency.
9. Take all reasonable steps to make sure that things are communicated appropriately and effectively with all service users in polite and considerate manner.

D. RESEARCH ECOSYSTEM

The university is committed in ensuring an ideal and sustainable research ecosystem which facilitate the production of knowledge and promote research activities. A well-balanced and thriving university research ecosystem is designed to have consistency, efficiency and sufficiency in research output. Ensuring academic freedom and preserving highest standards for research and academic dissemination is given priority.

1. The core purpose of the university is to encourage research and the production of knowledge in the thrust areas. To this end, the university highly value researching, teaching and learning environment allowing students to learn their fullest potential.
2. Openness and dissemination of research findings in transparent, subjected to peer review and open discussions, is considered and advised as an ideal ethical practice.
3. Promotes the research activities ensuring healthy working environment, funding, mentorship and other supports so that faculties and researchers can realise their full potential and contribute in the respective fields.
4. The entire academic scholarships are aimed at producing knowledge and making every one as independent and genuine learners.
5. The university shall ensure timely provisions of accurate and up-to-date information about researching, learning and teaching through workshops, seminars, symposiums, etc.

6. University ensures access to a wide variety of learning and researching resources and facilities appropriate to the respective field of study.
7. Library is the centre of learning and researching. Interests and ideas of the people in research and teaching shall be given due respect and priority in organising library as a centre of resource. University will ensure that the library plays pivotal role in creating and maintaining networks through which exchange of ideas and resources can be exchanged.
8. No person shall be subject to unreasonable persuasion to become involved in research that they find unethical in relation to their personal values, beliefs or convictions.
9. The academic and ethical position of the funding agencies / organisation shall be taken into account, before accepting funding offers or any other assistance in research or undertaking projects.
10. Promotion of multiple forums (formal and informal) for faculty to exchange research ideas and remain informed about their colleagues' projects shall be encouraged.
11. University shall be ethically responsible for the negative impacts of the intellectual enquiries taken up by the scholar/teachers and hence such enquiries will be scrutinized by a Research Ethics Committee.
12. No tolerance policy towards research misconduct like data manipulation, suppression, mis/appropriating the ideas, finding, writings of another person etc.

E. UNHEALTHY PRACTICES TO BE AVOIDED BY ALL STAKEHOLDERS:

Any form of conducts prohibited or not advised by this code, but not limited to, are included in the category of unhealthy practice that invite interventions from the part of the university. In addition to these, the following forms of behaviours are strictly prohibited.

1. Any form of assaults, harassment, and endangerment, intimidation, threatening another individual/groups or infliction of physical, mental or emotional harm.
2. Destroying, defacing or damaging university property or property belonging to someone else.
3. Making false accusation or baseless allegations against any member in the university.
4. Providing any false information to the university or forging, altering or misusing any documents or records belonging to the university.
5. Indulging in any form of research and publications in violation to ethical codes and acts such as intellectual dishonesty, plagiarism, deceitful behaviours like fraudulent documentations etc.
6. Discriminatory treatment of any person based on gender, religion, caste, class or in any other forms.
7. Ragging is strictly prohibited in the campus.