



SLIMS - CODE OF PROFESSIONAL ETHICS

PROFESSIONAL CODE OF CONDUCT

Each member of the faculty is required to adhere to the Code of Conduct established by the college. The following actions are considered misconduct:

1. Failing to fulfill assigned duties as designated by the college on a regular basis.
2. Encouraging students to act against other students, colleagues, or the administration, with the exception of expressing differences of opinion on principles in seminars and other relevant settings where students are present. Engaging in any actions that are detrimental to the college's interest falls under this category.
3. Participating in communal activities or making inappropriate remarks related to caste, creed, religion, race, or gender when interacting with colleagues, and attempting to exploit these factors for personal gain or any actions contrary to the college's interests.
4. Refusing to implement decisions made by the appropriate administrative and academic authorities or officials of the college without providing a valid reason.
5. Engaging in any form of plagiarism as defined by legal standards, including the unauthorized use, interpretation, or expression of others' work or ideas.

FACULTY AND THEIR RESPONSIBILITIES:

When an individual chooses teaching as their profession, they willingly accept the responsibility of upholding the ideals of the profession. Teachers are consistently observed by their students and society as a whole. Hence, it is essential for every teacher to ensure that their beliefs align with their actions. The educational values and principles established by the nation, which they endeavor to instill in their students, should also be embraced as their personal ideals. Teaching as a profession additionally demands that educators possess a temperament characterized by calmness, patience, and effective communication skills. They should also cultivate an amiable disposition to foster positive interactions with their students and colleagues.

Faculty should:

1. Abide by a responsible code of conduct and behavior that aligns with the expectations of the community.
2. Manage their personal affairs in a manner consistent with the dignity associated with their profession.
3. Strive for continuous professional growth through ongoing study and research.
4. Articulate their opinions freely and candidly by actively participating in professional meetings, seminars, conferences, and other events aimed at contributing to the body of knowledge.



5. Maintain active membership in professional organizations and work towards enhancing education and the profession through active engagement with these organizations.
6. Fulfill their duties, including teaching, tutorials, practical work, seminars, and research, with conscientiousness and unwavering dedication.
7. Collaborate and provide support in executing tasks related to the educational responsibilities of the college, such as evaluating admission applications, offering guidance and counseling to students, and assisting in the organization and execution of college examinations, including supervision, invigilation, and assessment.
8. Take part in extension activities, co-curricular and extracurricular initiatives, including community service.

FACULTY AND THE STUDENTS

Faculty should:

- i. Respect the students' right and dignity when expressing their opinions.
- ii. Treat all students fairly and impartially, regardless of their religion, caste, political affiliation, economic status, social background, or physical characteristics.
- iii. Acknowledge and accommodate variations in aptitude and capabilities among students, striving to cater to their individual needs.
- iv. Motivate students to enhance their skills, foster personal growth, and simultaneously contribute to the welfare of the community.
- v. Instill in students a scientific perspective, along with a respect for physical labor, and promote ideals of democracy, patriotism, and peace.
- vi. Display warmth and affection towards students, refraining from any vindictive behavior towards any of them for any reason.
- vii. Focus solely on the academic achievements of students when assessing their merit.
- viii. Make themselves available to students beyond regular class hours, offering guidance and support without expecting remuneration or rewards.
- ix. Assist students in developing an understanding of our national heritage and the nation's overarching goals.
- x. Avoid inciting students against their peers, colleagues, or the administration.



II. FACULTY AND COLLEAGUES

Faculty should:

- (i) Extend to fellow professionals the same treatment they would desire for themselves.
- (ii) Converse with fellow educators with respect and offer support for their professional improvement.
- (iii) Avoid making baseless accusations against colleagues to higher authorities.
- (iv) Ensure that considerations of caste, creed, religion, race, or gender do not influence their professional efforts.

IV. FACULTY AND AUTHORITIES:

Faculty should:

- (i) Fulfill their professional obligations in accordance with existing rules and employ procedures and methods consistent with their profession when initiating actions through their institutional bodies and/or professional organizations to amend any rule detrimental to their professional interests.
- (ii) Abstain from taking on any additional employment or commitments, such as private tutoring and coaching classes that may disrupt their professional duties.
- (iii) Collaborate in shaping the institution's policies by accepting various roles and fulfilling the responsibilities associated with those roles.
- (iv) Collaborate, through their professional organizations, in the development of policies for other institutions and be willing to assume roles in such contexts.
- (v) Work in cooperation with authorities to enhance the institutions while considering their interests and upholding the dignity of their profession.
- (vi) Abide by the conditions stipulated in their employment contracts.
- (vii) Provide and expect adequate notice before making a change in their professional position.
- (viii) Only request leave for unavoidable reasons and, when possible, provide prior notice, taking into account their specific responsibilities for completing the academic schedule.



V. FACULTY AND NON-TEACHING STAFF:

- i. Teachers should regard non-teaching staff as colleagues and equal collaborators in a cooperative effort within every educational institution.
- ii. Teachers should actively contribute to the operation of joint staff councils that encompass both teaching and non-teaching staff.

VI. FACULTY AND SOCIETY

Faculty should:

- i. Acknowledge that education is a public service and make efforts to keep the public well-informed about the educational programs being offered.
- ii. Strive to enhance the quality of education within the community and contribute to the moral and intellectual development of the community.
- iii. Stay informed about social issues and actively engage in activities that contribute to the progress of society and, by extension, the betterment of the country as a whole.
- iv. Fulfill the responsibilities of citizenship by actively participating in community initiatives and taking of public roles and responsibilities.
- v. Refrain from participating in, endorsing, or supporting activities that promote hatred or hostility among different communities, religions, or linguistic groups. Instead, actively work towards promoting national integration and unity.