

# CODE OF CONDUCT

## **Preamble:**

*This Code of Conduct establishes guidelines and standards of behavior for all faculty members, students, and non-teaching staff of Dr. Panjabrao Deshmukh College of Law, Amravati (the "College"). It aims to promote a safe, respectful, and ethical academic environment that fosters learning, personal growth, and mutual respect.*

**Short Title:** This Policy shall be called and referred to as Code of Conduct Policy of Dr. Panjabrao Deshmukh College of Law.

**Extent:** This policy applies to all faculty members, students, and non-teaching staff of Dr. Panjabrao Deshmukh College of Law, Amravati.

**Objective:** The objective of this policy is to ensure adherence to the highest standards of professional conduct, integrity, and ethics by all members of the College community. It aims to create a positive and inclusive environment that upholds the values of respect, fairness, and personal responsibility.

## **Definitions:**

Faculty Members: Refers to all individuals employed by the College in teaching or research positions.

Students: Refers to all individuals enrolled in law programs at the College.

Non-Teaching Staff: Refers to all individuals employed by the College in administrative, technical, or support roles who perform the duties other than that of teaching

## **TEACHERS'/FACULTY MEMBERS' CODE OF CONDUCT**

1. Teachers shall uphold the highest standards of professional conduct and ethics.
2. Teachers shall treat students with respect, fairness, and dignity, and shall not discriminate amongst students based on their race, gender, religion, or other personal characteristics.
3. Teachers shall prepare and deliver lectures and tutorials in a professional, informative, and engaging manner, and shall be accessible to students for academic and personal guidance and support.
4. Teachers shall maintain the confidentiality of students' academic and personal information and shall not disclose such information to unauthorized persons.
5. Teachers shall comply with the academic and administrative policies and guidelines of the UGC, Bar Council of India, State Government and College issued by them from time to time.

## **STUDENTS' CODE OF CONDUCT**

1. Students shall uphold the highest standards of academic integrity and ethical conduct.
2. Students shall attend classes, tutorials, and other academic activities regularly and punctually, and shall complete assignments and examinations with honesty and diligence.
3. Students shall respect the dignity and rights of others, and shall not engage in any form of harassment, discrimination, or bullying.
4. Students shall maintain the cleanliness and safety of the College premises and facilities and shall not damage or misuse them.
5. Students shall comply with the academic and administrative policies and guidelines of the College.

## **NON-TEACHING STAFF'S CODE OF CONDUCT**

1. Non-teaching staff shall perform their duties with integrity, professionalism, and dedication.
2. Non-teaching staff shall treat faculty members, students, and other staff members with respect, fairness, and dignity, and shall not discriminate amongst them based on their race, gender, religion, or other personal characteristics.
3. Non-teaching staff shall maintain the cleanliness and safety of the College premises and facilities and shall promptly report any damage or misuse.
4. Non-teaching staff shall maintain the confidentiality of students' academic and personal information and shall not disclose such information to unauthorized persons.
5. Non-teaching staff shall comply with the administrative policies and guidelines of the College.
6. Non-teaching staff shall not misuse or misappropriate any of the College's property or revenue.

## **DISCIPLINARY PROCEDURES**

1. Any violation of this Code of Conduct shall be subject to disciplinary action.
2. The disciplinary action shall be commensurate with the severity of the violation and may include warning, suspension, expulsion, termination of employment, or other appropriate action.
3. The disciplinary procedures shall be transparent, fair, and objective, and shall comply with the principles of natural justice and due process.
4. The disciplinary proceedings shall be held by way of hearing adhering to principles of Natural Justice before a disciplinary committee for code of conduct consisting of The Principal as the Chairman of the committee, Director of Physical Education as Member, one Head of the Department from any of the department as another member and one lady faculty member as the fourth member.