

**STUDENTS' HANDBOOK  
ON  
CODE OF ETHICS**

## **PREAMBLE**

This Handbook indicates the standard procedures and practices of the S.D. College Barnala (hereinafter referred to as the 'College') for all students enrolling with the College for pursuing varied courses. All students must know that it is incumbent upon them to abide by this Code of Ethics and Conduct (hereinafter referred to as the 'Code') and the rights, responsibilities including the restrictions flowing from it.

That the College's endeavour by means of enforcing this Code is to pioneer and administer a student discipline process that is egalitarian, conscientious, effectual and expeditious; and providing a system which promotes student growth through individual and collective responsibility.

All Students are requested to be well conversant with this Code, which can be also reviewed on the official website of the College

## **JURISDICTION**

1. The College shall have the jurisdiction over the conduct of the students associated /enrolled with the College and to take cognisance of all acts of misconduct including incidents of ragging or otherwise which are taking place on the College campus or in connection with the College related activities and functions.

2. The College may also exercise jurisdiction over conduct which occurs off-campus violating the ideal student conduct and discipline as laid down in this Policy and other regulations, as if the conduct has occurred on campus which shall include

- a. Any violations of the Sexual Harassment Policy of the College against other students of the College.
- b. Physical assault, threats of violence, or conduct that threatens the health or safety of any person including other students of the College;
- c. Possession or use of weapons, explosives, or destructive devices off-campus
- d. Manufacture, sale, or distribution of prohibited drugs, alcohol etc.
- e. Conduct which has a negative impact or constitutes a nuisance to members of the surrounding off-campus community.

The College, while determining whether or not to exercise such off-campus jurisdiction in situations enumerated hereinabove, the College shall consider the seriousness of the alleged offense, the risk of harm involved, whether the victim(s) are members of the campus community and/or whether the off campus conduct is part of a series of actions, which occurred both on, and off-campus.

## Ethics and Conduct

1. This Code shall apply to all kinds of conduct of students that occurs on the College premises including in University sponsored activities, functions hosted by other recognized student organizations and any off-campus conduct that has or may have serious consequences or adverse impact on the College's Interests or reputation.
2. At the time of admission, each student must sign a statement accepting this Code and by giving an undertaking that
  - a. He/she shall be regular and must complete his/her studies in the College.
  - b. In the event, a student is forced to discontinue studies for any legitimate reason, such a student may be relieved from the College subject to written consent of the Principal

As a result of such relieving, the student shall be required to clear pending fee/dues and if a student had joined the College on a scholarship, the said grant shall be revoked.

3. College believes in promoting a safe and efficient climate by enforcing behavioural standards. All students must uphold academic integrity, respect all persons and their rights and property and safety of others; etc.
4. All students must deter from indulging in any and all forms of misconduct including partaking/participating in any activity off-campus which can affect the College's interests and reputation substantially. The various forms of misconduct include:
5. Any act of discrimination (physical or verbal conduct) based on an individual's gender, caste, race, religion or religious beliefs, colour, region, language, disability, or sexual orientation, marital or family status, physical or mental disability, gender identity, etc.
6. Intentionally damaging or destroying College property or property of other students and/or faculty members
7. Any disruptive activity in a class room or in an event sponsored by the College.
8. Unable to produce the identity card, issued by the College, or refusing to produce it on demand by authorities/Principal/teachers/ campus security guards.
9. Participating in activities including :
  - a) Organizing meetings and processions without permission from the College.
  - b) Accepting membership of religious or terrorist groups banned by

the College/Government of India

- c) Unauthorized possession, carrying or use of any weapon, ammunition, explosives, or potential weapons, fireworks, contrary to law or policy.
  - d) Unauthorized possession or use of harmful chemicals and banned drugs
  - e) Smoking on the campus of the College
  - f) Possessing, Consuming, distributing, selling of alcohol in the College and/or throwing empty bottles on the campus of the College
  - g) Parking a vehicle in a no parking zone or in area earmarked for parking other type of vehicles.
  - h) Rash driving on the campus that may cause any inconvenience to others
  - i) Not disclosing a pre-existing health condition, either physical or psychological, to the College which may cause hindrance to the academic progress.
  - j) Theft or unauthorized access to others resources
  - k) Misbehaviour at the time of student body elections or during any activity of the College.
  - l) Engaging in disorderly, lewd, or indecent conduct, including, but not limited to, creating unreasonable noise; pushing and shoving; inciting or participating in a riot or group disruption at the College.
10. Students are expected not to interact, on behalf of the College, with media representatives or invite media persons on to the campus without the permission of the College authorities.
11. Students are not permitted to either audio or video record lectures in class rooms or actions of other students, faculty, or staff without prior permission.
12. Students are not permitted to provide audio and video clippings of any activity on the campus to media without prior permission.
13. Students are expected to use the social media carefully and responsibly.

They cannot post derogatory comments about other individuals from the College on the social media or indulging in any such related activities having grave ramifications on the reputation of the College.

14. Theft or abuse of the College computers and other electronic resources such as computer and electronic communications facilities, systems, and services which includes unauthorized entry , use, tamper, etc. of College property or facilities, offices, classrooms, computers networks, and other restricted facilities and interference with the work of others is punishable.
15. Damage to, or destruction of, any property of the College, or any property of others on the College premises.
16. Making a video/audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person's knowledge and express consent.
17. Indulging in any form of Harassment which is defined as a conduct that is severe and objectively, a conduct that is motivated on the basis of a person's race, colour, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender, gender identity, marital status, ancestry, physical or mental disability, medical condition,

## **Breach of Conduct**

If there is a case against a student for a possible breach of code of conduct, then Discipline committee will be formed to recommend a suitable disciplinary action, who shall inquire into the alleged violation and accordingly suggest the action to be taken against the said student. . The committee may meet with the student to ascertain the misconduct and suggest one or more of the following disciplinary actions based on the nature of misconduct.

**WARNING-** Indicating that the action of the said delinquent student was in violation of the Code and any further acts of misconduct shall result in severe disciplinary action.

**RESTRICTIONS** -Reprimanding and Restricting access to various facilities on the campus for a specified period of time.

**EXPULSION** - Expulsion of a student from the College permanently. Indicating prohibition from entering the College premises or participating in any student related activities or campus residences etc.

**MONETARY PENALTY-** May also include suspension or forfeiture of scholarship/fellowship for a specific time period.

**SUSPENSION-** A student may be suspended for a specified period of time which will entail prohibition on participating in student related activities, classes, programs etc. Additionally, the student will be forbidden to use various College facilities unless permission is obtained from the Competent Authority.

**DISSMISAL-** A student's suspension, may also follow by possible dismissal, along with the following additional penalties.

- a) Ineligibility to reapply for admission to the College for a period of three years, and
- b) Withholding the certificate for the courses studied or work carried out

### **APPEAL**

If the delinquent student is aggrieved by the imposition of any of the aforementioned penalties, he/she may appeal to the Principal. The Principal may decide on one of the following:

- a. accept the recommendation of the committee and impose the punishment as suggested by the Committee or modify and impose any of the punishments as stipulated in this Code which is commensurate with the gravity of the proved misconduct, Or
- b. Refer the case back to the committee for reconsideration.

In any case the Principal's decision is final and binding in all the cases where there is a possible misconduct by a student.

### **Academic Integrity**

As a premier institution of higher education, the College values academic integrity and is committed to fostering an intellectual and ethical environment based on the principles of academic integrity. Academic Integrity encompasses honesty and responsibility and awareness relating to ethical standards. The College believes that in all academic work, the ideas and contributions of others must be appropriately acknowledged. Academic integrity is essential for the success of the College and its missions, and hence, violations of academic integrity constitutes a serious offence.

#### **1. Scope and Purpose**

- a) This Policy on academic integrity, which forms an integral part of the Code, applies to all students at the College and are required to adhere to the said policy. The purpose of the Policy is twofold:

To clarify the principles of academic integrity, and  
To provide examples of dishonest conduct and violations of academic integrity.

**NOTE :** These examples are only illustrative, NOT exhaustive.

- b) Failure to uphold these principles of academic integrity threatens both the reputation of the college and the value of the degrees awarded to its students. Every member of the College community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld.
- c) The principles of academic integrity require that a student, treats all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference. This requires that a student neither facilitates academic dishonesty by others nor obstructs their academic progress.

2. Violations of this policy include, but are not limited to:

a) **Cheating**

Cheating includes, but is not limited to:

- i. Copying during examinations, and copying of homework assignments, term papers, theses or manuscripts.
- ii. Allowing or facilitating copying, or writing a report or taking examination for someone else.
- iii. Using unauthorized material, copying, collaborating when not authorized, and purchasing or borrowing papers or material from various sources.
- iv. Fabricating (making up) or falsifying (manipulating) data and reporting them in thesis and publications.
- v. Creating sources, or citations that do not exist
- vi. Altering previously evaluated and re-submitting the work for re-evaluation
- vii. Signing another student's name on an assignment, report, research paper, thesis or attendance sheet

b) **Conflict of Interest:** A clash of personal or private interests with professional activities can lead to a potential conflict of interest, in diverse activities such as teaching, research, publication, working on committees, research funding and consultancy. It is necessary to protect

actual professional independence, objectivity and commitment, and also to avoid an appearance of any impropriety arising from conflicts of interest.

Conflict of interest is not restricted to personal financial gain; it extends to a large gamut of professional academic activities including peer reviewing, serving on various committees, which may, for example, oversee funding or give recognition, as well as influencing public policy.

To promote transparency and enhance credibility, potential conflicts of interests must be disclosed in writing to appropriate authorities, so that a considered decision can be made on a case-by-case basis. Some additional information is available also in the section below dealing with resources.

### c) **Guidelines for academic conduct**

To guard against negligence as well as deliberate dishonesty guidelines for academic conduct are provided below

- i. Use proper methodology for experiments and computational work. Accurately describe and compile data.
- ii. Carefully record and save primary and secondary data such as original pictures, instrument data readouts, laboratory notebooks, and computer folders. There should be minimal digital manipulation of images/photos; the original version should be saved for later scrutiny, if required, and the changes made should be clearly described.
- iii. Ensure robust reproducibility and statistical analysis of experiments and simulations. It is important to be truthful about the data and not to omit some data points to make an impressive figure (commonly known as “cherry picking”).
- iv. Write clearly in your own words. It is necessary to resist the temptation to “copy and paste” from the Internet or other sources for class assignments, manuscripts and thesis.
- v. Give due credit to previous reports, methods, computer programs, etc. with appropriate citations.

## **ANTI-RAGGING**

The College has a coherent and an effective anti-ragging policy in place which is based on the *UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009* [hereinafter referred to as the ‘UGC Regulations’]. The UGC Regulations have been framed in view of the directions issued by the Hon’ble Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutions.. The said UGC

Regulations shall apply mutatis mutandis to the College and the students are requested kindly to follow it.

1. Ragging constitutes one or more of the following acts:
  - a) any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any student;
  - b) indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any other student;
  - c) asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such a student;
  - d) any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
  - e) exploiting the services of a student for completing the academic tasks assigned to an individual or a group of students;
  - f) any act of financial extortion or forceful expenditure burden put on a student by other students;
  - g) any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
  - h) any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student ;
  - i) any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.

2. ANTI-RAGGING COMMITTEE:

The Anti-Ragging Committee, as constituted by the Principal shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the incident.

3. ANTI-RAGGING SQUAD

To render assistance to students, an Anti-Ragging Squad, consisting of the teachers on proctorial duty, shall keep a vigil on ragging incidents taking place in the campus. Students may note that the Squad is active and alert at all times and are empowered to inspect places of potential ragging, and also make surprise raids on hotspots in the College. The Squad can also investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the guidance of the Anti-Ragging Committee.

4. A student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:

- a) Suspension from attending classes and academic privileges.
- b) Withholding/ withdrawing scholarship/ fellowship and other benefits.
- c) Debarring from appearing in any test/ examination or other evaluation process.
- d) Withholding results.
- e) Debarring from undertaking any collaborative work or attending national or international conferences/symposia/meeting to present his/her research work.
- f) Cancellation of admission.
- g) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- h) In cases where the persons committing or abetting the act of ragging are not identified, the College shall resort to collective punishment.
- i) If need be, in view of the intensity of the act of ragging committed, a First Information Report (FIR) shall be filed by the College with the local police authorities.

The Anti-Ragging Committee of the College shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of ragging and nature and gravity of the incident of ragging.

7.5 An Appeal against the any of the orders of punishment enumerated hereinabove shall lie to the Principal of the College.

## **SEXUAL HARASSMENT**

*The sexual harassment of women at workplace ( Prevention, Prohibition and Redressal ) Act 2013* shall apply *mutatis mutandis* to the students of the College. Students should note that sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend on the circumstances of each case.

## **STUDENT GRIEVANCE PROCEDURE**

Any student of the College aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarised hereinabove can approach the Student Grievance Redressal cell at the College. Further, any student who is aware of any violations must report the same to the Cell. The Cell shall consist of members as appointed by the Principal. Said grievance must be in writing and should be made within 60 days from the day of the alleged violation. The Cell shall take cognisance of the grievance and inform the Committee formed to enforce this Code or the Internal Complaints Committee, in cases of any sexual harassment complaints.

## **STUDENT PARTICIPATION IN GOVERNANCE**

As Students are members of the College campus, they have a substantial interest in the governance of the College. The Code, policies and the varied procedures laid down herein intends that the principle of student involvement in governance in both administrative and academic areas is essential and it is pivotal that Students must be, at all junctures, be encouraged to put forth their views and advice, for an informed decision making. Student Participation is encouraged and must be strengthened through the involvement of students in all levels. Therefore, all students who are a part of the College and who are going to be enrolled in the College are advised to uphold the policy and inform the College of any violations and assist individually and collectively to improve the quality and effectiveness of this Code and appended policies.

# **S. D. COLLEGE BARNALA**

## **CODE OF CONDUCT FOR TEACHERS**

This Handbook indicates the standard procedures and practices of the S.D. College Barnala (hereinafter referred to as the 'College') for a teachers employed with the College. A teacher must know that it is incumbent upon him/her to abide by this Code of Ethics and Conduct (hereinafter referred to as the 'Code') and the rights, responsibilities including the restrictions flowing from it. That the College's endeavour by means of enforcing this Code is to pioneer and administer a system that is egalitarian, conscientious, effectual and expeditious; and promotes individual and collective responsibility. A teacher is expected to be well conversant with this Code. This code encompasses:

1. That the teacher shall not take part in any activity which, in the judgement of the Principal is calculated to, lead to indiscipline in the college.
2. That the teacher shall devote his whole time to the duties of his appointment, and shall not engage, directly, or indirectly in any trade, occupation or business, whatsoever, or without the sanction, in writing, of the Principal, engage himself or take any part in any private tuition work or take up any occupation, whatsoever, directly or indirectly, which in the opinion of the Principal, is likely to interfere with the duties of his appointment.
3. That the teacher shall at all times maintain absolute integrity and devotion to duty.
4. That the teacher shall not take any part in, subscribe to or assist, in any way, any movement which tends to promote feelings of hatred or enmity between different classes or subjects of the Indian Union, or to disturb public peace.
5. That the teacher shall not stand for election to Parliament/State Legislature/Local Bodies, without the prior permission of the Managing Committee.
6. That the teacher shall not, except with the previous permission of the Managing Committee, own wholly or in part or conduct or participate in editing or managing of any newspaper or any periodical.
7. That the teacher shall not in any document publish anonymous or in his own name or in the name of any other person or in any communication to the press or in any public utterance, make any statement of fact or express an opinion involving adverse criticism of the actions and policy of the Managing Committee of his college.
8. That the teacher shall not, except in accordance with any general or special order of the Managing Committee or in the performance, in good faith of the duties assigned to him,

communicate, directly or indirectly, any official document or information to any employee or to any other person, to whom, he is not authorized to communicate such document or information.

9. That the teacher shall not write a guide or a help-book or cheap notes, and shall follow the procedure laid down by the University in case he intends to publish any book.
10. That the teacher shall so manage his private affairs as to avoid habitual indebtedness or insolvency. An employee who becomes the subject of legal proceedings for insolvency shall forth with report the full facts to the Principal of the college.
11. That the teacher shall not bring or attempt to bring any outside influence to bear upon the authorities of his college to further his interest in respect of matters pertaining to his service in the college.
12. That the teacher shall not be a member representative or office-bearer of any association representing or purporting to represent teachers or any class of teaching profession, unless such association satisfies the following conditions :
  - (a) Its membership is confined to teachers or a distinct class of teachers and it is open to all such employees or class of employees as the case may be;
  - (b) It is not in any way connected with any political party or organisation or does not engage in any political activity.
13. That the teacher shall not apply for any other job, post, or scholarship without the previous sanction of the Principal of his college or in case of the Principal without the previous sanction of the Managing Committee.
14. That the teacher shall not absent himself from his duties without having obtained the permission of the Principal or in the case of the Principal, of the Managing Committee. Leave in all cases must be applied for and got sanctioned before it is taken.
15. That the Managing Committee shall be entitled summarily to determine the engagement of the teacher for misconduct, but subject as aforesaid to determine the engagement after giving three months' notice in writing or on payment of three months' salary in lieu of the said notice. Provided in case of serious moral turpitude, on the part of the teacher, the Managing Committee shall have the right to terminate the services of the teacher with immediate effect.
16. That the Principal shall not determine the engagement of the teacher, whether summarily or otherwise without informing in writing of the grounds on which they propose to take action, giving him/her a reasonable opportunity of stating of his case in writing and before coming to a final decision shall consider the statement of the teacher, and, if he so desires, give him a

personal hearing.

17. The teacher may, if he so wishes, terminate his engagement with the College by giving the College three months' notice in writing or pay the College a sum equivalent to three months' salary in lieu thereof. The Managing Committee may not, if it so decides, realise such sum from the teacher in any particular case.
18. If the teacher is holding a temporary appointment or is on probation, then said notice for either shall be one month only.
19. The dismissal or removal or retrenchment from service or reduction in rank of an employee shall be governed by the Provisions of the Punjab Affiliated Colleges (Security of Service of Teachers) Act, 1974./Punjabi University Rules/S.D. College Managing Committee as the case may be.
20. On the termination of service from the College, whatever may be the cause, the teacher shall deliver to the College, all books, apparatus, records, and such other articles belonging to college, as may be in his possession or charge.