



Smt. P.D. Hinduja Trust's

K.P.B. HINDUJA COLLEGE OF COMMERCE

(Autonomous)

Sindhi Linguistic Minority Institution: NAAC Re-Accredited With "A+" Grade: CGPA: 3.59
Current Address (Temporary): Sadhana House, 570 Pandurang Budhkar Marg, Behind Mahindra
Towers, Worli, Mumbai – 400018. Contact Details Tel: 022-4098-9000.
Email: info@hindujacollege.Com : Website: www.hindujacollege.edu.in

Code of Conduct for Teachers

UNIFORM STATUTES

GOVERNING TERMS AND CONDITIONS OF SERVICE OF TEACHERS WORKING IN UNIVERSITY SCHOOLS, UNIVERSITY DEPARTMENTS, CONDUCTED COLLEGES AND UNIVERSITY INSTITUTIONS

[FRAMED UNDER SECTION 72 (10) READ WITH SECTION 71 (20)
OF THE MAHARASHTRA PUBLIC UNIVERSITIES ACT, 2016]

S.94. Code of Professional Ethics

(1) Teachers and their rights:

The Teachers shall enjoy full civic and political rights as provided by the Indian Constitution. The teachers shall have a right to adequate emoluments, and academic freedom, social position, just conditions of service, professional independence and adequate social insurance.

(2) The Code of Professional Ethics:

(a) The teachers and their responsibilities:

Any person who takes teaching as profession assumes the obligation to 65 conducts himself in accordance with the ideals of the profession. The teacher is constantly under the scrutiny of his/her students and the society at large. Therefore, every teacher shall see that there is no incompatibility between his/her precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals, duly reflecting in his conduct. The profession further requires that the teacher shall be calm, patient and communicative by temperament and amiable in disposition.

A teacher shall:

1. Adhere to a responsible pattern of conduct and demean or expected of him/her by his/her peers and the community.
2. Manage his/her private affairs in a manner consistent with the dignity of the profession.



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3. Seek to make professional growth continuous through study and research, writing and decent conduct.
4. Express free and frank opinion by active participation at professional meetings, seminars, conferences, etc. towards the contribution of knowledge.
5. Maintain active membership of professional organizations, subscribing academic/subject periodicals, and strive to improve education and profession through them.
6. Perform his/her duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.
7. co-operate and assist in carrying out functions relating to the educational responsibilities of the University such as: assisting in appraising applications for admission, advising and counseling students as well as assisting in the conduct of University and College examinations, including supervision, invigilation and evaluation, and
8. Participate in extension, co-curricular and extracurricular activities including community service.

(b) Teachers and the students:

The teacher shall

1. Respect the right and dignity of the student in expressing his/her opinion.
2. Deal justly and impartially with students regardless of their religion, caste, sex, political, economic, social and physical status.
3. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs.
4. Encourage students to improve their attainments, develop their 66 personalities and at the same time contribute to community welfare.
5. Inculcate among students scientific, progressive and rational outlook and respect for physical labour and ideals of democracy, patriotism and peace.
6. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason.
7. Pay attention to only the attainment of the student in the assessment of merit.
8. Make himself available to the students even beyond their class hours and help and guide them without any remuneration or reward.



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9. Aid students to develop an understanding of our national heritage and national goals.
10. Refrain from inciting students against other students, colleagues or administration.

(c) Teachers and Colleagues:

The teachers shall always

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 lodging unsubstantiated allegations against colleagues to higher authorities,
4. refrain from exploiting considerations of caste, creed, religion, race or gender in their professional endeavor,
5. be thoroughly social and humane, democratic and rational, towards other teachers,
6. Strive at any cost to remove and wash out the local tensions and controversies and disputes.
7. Believe in union and unity of the colleagues.

(d) Teachers and authorities:

The teachers shall

1. Discharge their professional responsibilities according to the existing rules and adhere to procedure and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest.
2. not undertake any other employment and commitment including private tuitions and coaching classes;
3. co-operate in the formulation of policies of the institution by 67 accepting various offices and discharge responsibilities which such offices may demand;
4. co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
5. should adhere to the conditions of contract;
6. give and expect due notice before a change of position is made; and



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7. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.
8. (e) Teachers and nonteaching employees :
9. The teachers should treat the non-teaching employees as colleagues and equal partners in a co-operative undertaking, within every educational institution.
10. The teachers should help in the function of joint staff council covering both teachers and the nonteaching employees.

(f) Teachers and guardians:

The teachers shall try to see through teachers' bodies and organizations that institutions maintain contact with the guardians of their students, send report of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

(g) Teachers and Society:

The teachers shall

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
- ii. work to improve education in the community and strengthen the community's moral and intellectual life.
- iii. Be aware of social and economical problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public office.
- v. Refrain from taking part in or subscribing to or assisting in any way, activities which tend to promote feeling of hatred or enmity among different communities, relations or linguistic groups but actively work for National Integration.