



# Govt. College Kharkhara, Rewari, 123106

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## Govt. College Kharkhara

### Handbook on Code of Conduct

#### 1. Code of Conduct for Students

- All the students should get their Identity Cards made from the college Library after their admission. It should be signed by the Principal of college. Students must wear their Identity Cards during their stay in the college. It is the duty of a student to show his/her Identity Card if demanded by the Principal or any other faculty member of the college. It should not be passed on to other students. In case of loss/damage/theft, a New Identity Card will be re- issued to a student only on a payment of Rs.50/- with the special permission of the Principal.
- Students must read the notice board daily before leaving the college to get information about instructions/ orders issued by the Principal from time to time.
- Student must remain in discipline and it is their moral duty to show respect towards their teachers and elders.
- Students are advised not to roam around in the verandas or outside the classrooms under any circumstances so as to avoid disturbance in teaching.
- If any student is found violating any of the code of conduct or any other instructions displayed on notice board from time to time, the Principal will have the right to suspend/ terminate the student from the college.
- Smoking and use of drugs in the college campus is a punishable offence.
- Student are expected to protect college property and maintain the beauty of the campus by their appropriate actions.
- Students are also advised not to sit on staircases to avoid inconvenience to others.

- If the teacher is on leave the students should go quietly to library and study books, newspapers/periodicals.
- Students are not allowed to bring/invite outsiders in the college premises.
- Boys should show courtesy to let the girls enter and leave the classes first as the period begins and ends.
- It is mandatory for all the students to be present in the college functions.
- If a student absent from class five rupees per day fine will be imposed.

### **Anti-Ragging Measures**

**“Govt. College Kharkhara is a No Ragging & No Smoking Zone”**

Ragging in the college is banned. Any one indulging in ragging will be punished appropriately which may include expulsion from the college, suspension from the college or classes for a limited period or fine with a public apology.

### **The following will be considered as acts of ragging:**

Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or indiscipline activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the student to do in the ordinary course and which has the effect of causing generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student. In this regard candidate and his/her parents has to furnish an undertaking/affidavit duly signed given along with admission form.

## **2. The Code of Conduct of Principal**

The Principal of a college has got multifaceted roles to play and to shoulder multilateral responsibilities having characteristics of a patron, custodian, supervisor, administrator, adjudicator, protector, and inspirer and so on. As the Academic and Administrative Head of the institution the Principal remains liable to follow certain codes of ethics in his conduct as proclaimed by the University Grants Commission (UGC) in tandem with the guidelines framed by the Ministry of

Human Resource Development (MHRD) and the set of prescripts enforced by the Government of Haryana as in the Haryana Service Rules. Specifics of the salient and significant codes applicable in the conduct of Principal:

- To uphold and upkeep the ethos of inclusiveness in terms of imparting education in the institution.
- To protect the collective interest of different sections of the institution so that each and all can perform freely and give their highest for the institution building.
- To institute, nourish and enforce meting equal treatment to all the stakeholders in the College so that there remains no scope of any discriminatory and disparate practice at any level within the stretch of the College.
- To create and maintain an unbiased gender-free atmosphere within the periphery of the College so that all the stakeholders enjoy equal opportunities.
- To initiate and propagate the spirit of welfare within all the sections of human resources attached directly or indirectly with the College and hence to build mutual confidence amongst them.
- To maintain and promote academic activities in the College in all possible avenues already explored and thus encourage exploration of newer avenues for further academic pursuit.
- To create an environment conducive for research oriented academic parleys and thus promote research activities in the institution to add further to the knowledge pool.
- To uphold upkeep and enforce discipline in the behavioral manifestation of all the stakeholders of the college.
- To promote and maintain the practice of extra-curricular activities amongst the students.
- To promote and maintain harmonious relationships with college governing body and its members.

Thus, the Principal should put best efforts to bring in adequate infrastructural and financial support for the College. The Principal should encourage the faculty members of the Institution to take up research projects, publish research papers, arrange for regular seminars and participate in conference/symposium/workshop/seminar.

### **3. Code of Conduct for Teachers**

The teachers of this College should follow the code of conduct laid down in Haryana Government Service Rules. As per UGC guidelines whoever adopts teaching as a profession assumes the obligation to conduct himself/ herself in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education must be his/her own ideals. The basic ethical values underlying the code are care, trust, integrity and respect; embodying those aspects relevant to the teacher, who is entrusted with social responsibility. A definitive code for this college encompasses the following:

#### **Professional Values**

- The teacher should be concerned and committed to the interests of the students as the foremost aim of the teaching profession is to educate. This attitude should be directed towards the specific needs of each student. He should be conscientious and dedicated and if necessary, should help the students beyond class hours without accepting any remuneration.
- The teacher shall not prevent any student from expressing his viewpoint although it may differ from that of his own. On the contrary, the student should be encouraged. Among other things, a teacher should accept constructive criticism.
- The teacher should try to develop an educational environment. Equal treatment should be meted out to all students irrespective of caste, creed, religion, gender or socio-economic status. There should not be any partiality or vindictive attitude towards any of them.
- The teacher should be able to inspire students to generate more interest and develop a sense of inquiry in the pursuit of knowledge.
- The teacher should instill a scientific and democratic outlook among his students, making them community oriented, patriotic and broad minded. This is a part of his social responsibility.

Above all a teacher should conform to the ethos of his profession and act in a dignified manner.

He should keep in mind that society has entrusted him with their children.

## **Professional Development and Practices**

- It may be conceded that learning has no end. It is imperative that a teacher continuously updates himself in his field and other related ones in order to upgrade himself and the student community. He must also acquaint himself with recent methodologies and other applications.
- A teacher must, alongside teaching, pursue research as innovation contributes to the continuous progress and development of a subject. He should involve himself in seminars and conferences/workshops organization and participation.
- Developing new teaching strategies and curriculum as well as planning for an upgraded academic system should be an integral part of his professional duties.
- The teacher will have to carry out the Institution's educational responsibilities such as conducting admissions, college seminars and so on. He should also be participating in extra-curricular activities of the College as in sports, extension activities and cultural programmes. This will generate a holistic development and a congenial relationship with the students.

## **Professional Integrity**

- Teachers must maintain ethical behaviour in professional practice.
- Honesty should not be compromised in research. Plagiarism is an evil that cannot be accepted at any cost. The aim should be to improve quality of research.
- There should be no conflict between professional work and private practice. Private tuitions should be avoided as they negatively impact upon the quality of college teaching.
- The teacher must respect the confidentiality of all information regarding exam affairs as well as matters dealing with colleagues and students unless legally or legitimately demanded.

## **Professional Collaboration**

- Teachers should be respectful and cooperative towards their colleagues, assisting them and sharing the responsibilities in a collaborative manner.

- Teachers should refrain from lodging unsubstantiated allegations against their colleagues in order to satisfy vested interests.
- Teachers should discharge their responsibilities in accordance with the established rules outlined by the higher authorities and adhere to the conditions of contract.
- Teachers should refrain from responding to unnecessary political motivations as this ruin the sanctity and smooth progress of an educational institution.
- Teachers should accord the same respect and treatment to the non-teaching staff as they do to their fellow teachers.
- There should be regular interactions with the guardians of the students as this is necessary for the improvement of the students and the college.

#### **4. Code of Conduct for Non-Teaching Staff**

Being the employees of the college under Higher Education Department, Haryana under Government of Haryana all the non-teaching staff of this College should follow the code of conduct stipulated by the State Government. A definitive code conduct for the non-teaching staff this college encompasses the following:

- The non-teaching staff should acquaint themselves with the college policies and adhere to them to their best ability.
- Each of them should perform the duties he has been assigned sincerely and diligently as well as with accountability.
- They should not hamper the functioning of the college by engaging themselves in political activities.
- They should not engage in remarks or behaviour that might be considered disrespectful to Principal, their non-teaching colleagues, teaching staff or students.
- They should be punctual as their prior presence is required daily for the commencement and smooth functioning of college activities.

- They should also be responsible for the proper use and maintenance of college equipment and furniture.
- No non-teaching staff should be under the influence of drugs or alcohol during office hours.
- The non-teaching staff often has access to confidential information regarding examination matters and other matters relating to other staff, through official records. It is expected that they respect the confidentiality of such matters.
- They should perform their duties with honesty and integrity. There should be no falsification of official documents entrusted to them.
- The non-teaching staff should show no discrimination on basis of gender, caste or religion.

