

**MADHUKARRAO PANDAV COLLEGE OF
ENGINEERING, BHILEWADA, BHANDARA**



STANDARDES FOR CONDUCTS OF COLLEGE TRACHERS

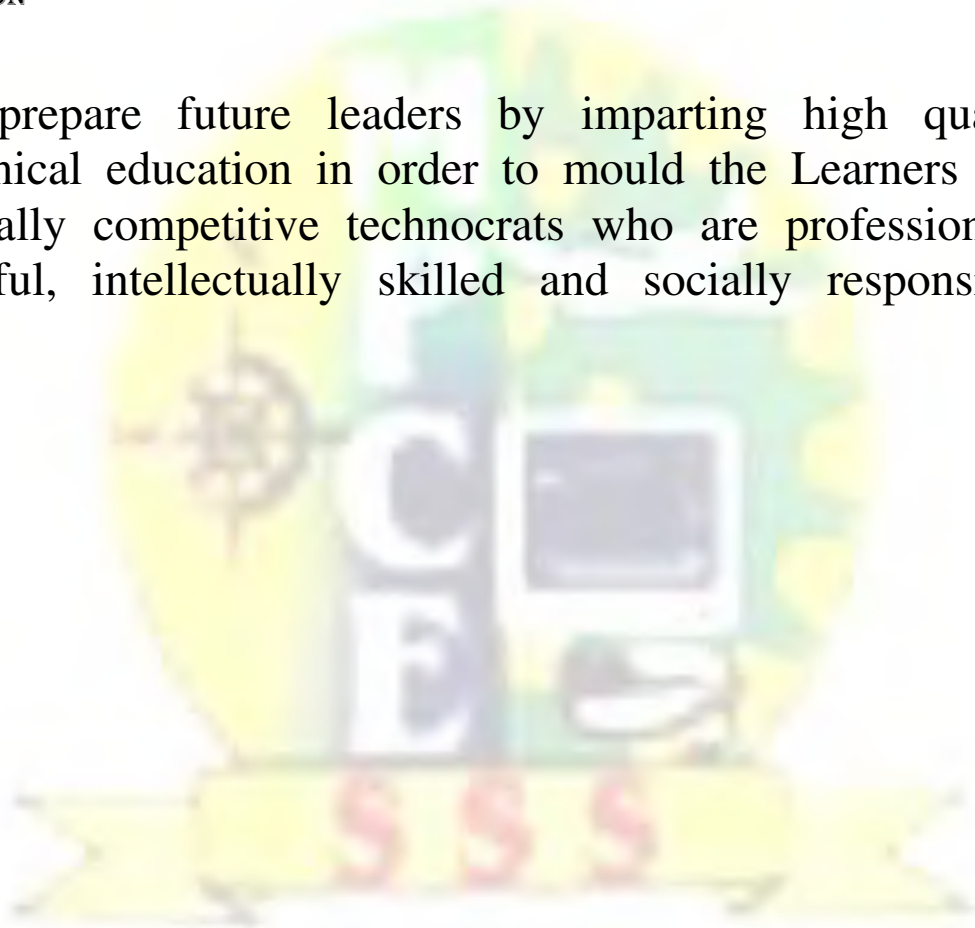
With effect from 1st JUNE 2019

VISION

To create and motivate trusted Engineers/ Technocrats through productive academic environment to uphold the spin of professionalism in engineering and technical education.

MISSION

To prepare future leaders by imparting high quality technical education in order to mould the Learners into globally competitive technocrats who are professionally skillful, intellectually skilled and socially responsible.



**MADHUKARRAO PANDAV COLLEGE OF ENGINEERING, Bhilewada
Bhandara**

HR POLICY

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| 1. | Standards of Conduct of College Teachers | 1 |



1. Standards of Conduct of College Teachers

- 1.1 Every teacher shall, at all times, maintain absolute integrity and devotion to duty. He/She shall be strictly honest and impartial in his / her Official dealings
- 1.2 Every teacher shall be present at the place of his / her duty during the prescribed working hours. No teachers shall be absent from duty without prior permission or grant of leave except for valid reasons or unforeseen contingencies.
- 1.3 Every teacher of the college may be called upon to perform such duties as may be assigned to him/her beyond the prescribed working hours and announced holidays including Sunday without claim for additional remuneration.
- 1.4 No teacher shall leave his / her department except with the prior permission of proper authority even during leave or vacation
- 1.5 Whenever leaving station, a teacher shall inform the Principal the address along with phone number where he / she would be available during the period of his / her absence from station.
- 1.6 Every teacher shall devote himself/herself diligently to his / her work and utilize his/her time to the service of the college and to the cause of education and give full co-operation in all academic programmes and other activities conducive to the welfare of the student community.
- 1.7 Every teacher shall engage classes regularly and punctually and impart lessons so as to maintain and strengthen standard of academic excellence. His / her academic duties shall include guidance and instruction to students in the form of Tutorial / Seminars / Practicals and assessment / Examination / Evaluation work assigned to him/her by the college authorities.
- 1.8 Every teacher shall participate fully and enthusiastically in the corporate life of the college and shall perform any other curricular or extra - curricular work related to the college as may be assigned to him/her by the college authorities.

- 1.9** No teacher shall discriminate against any pupil on grounds of caste, creed, sect, religion, sex, nationality or language. He/she shall also discourage such tendencies among his/her colleagues and students.
- 1.10** Every teacher shall help the college authorities in enforcing and maintaining discipline among students
- 1.11** No teacher shall incite students against other students, teacher or college authorities. This does not interfere with the right of a teacher to express his / her opinion on principles in seminars or other places where students are present.
- 1.12** Every teacher shall assess impartially the performance of students in Tests, Examination, Assignments, Practical's, Dissertations, Theses etc, He / She should not indulge in over making, under-making or other attempts at victimization on any ground.
- 1.13** No teacher shall resort to unauthorized use of college resources or facilities for personal, commercial, political or other purposes not related to the college.
- 1.14** No teacher shall resort to threats of physical harm, forcible detention, harassment or intimidation of any staff or student of the college with the intention of interfering with the performance of his/her duties.
- 1.15** No teacher shall refuse to carry out the decision of the appropriate administrative or academic bodies of the college.
- 1.16** No teacher shall violate the canons of intellectual honesty such as misappropriation of the writings and research finding of others.
- 1.17** No teacher shall take active part in political activities so as to cause interference in the discharge of his/her duties nor shall be in any manner associate himself/herself with any movement or organization , which is or tends directly or indirectly to be subversive of law and order or the interest of higher education.
- 1.18** No teacher shall in any radio broadcast or in any document publish anonymously or in his/her own name or in the name of any other person or in any communication to the press, make any statement or public

utterance or express an opinion.

- I. Which is in the nature of character assassination reflection on the personal life of his / her superiors.
 - II. Which is in the nature of criticism of individual as distinct from policy decision provided that nothing in this rule shall apply to any statement made or view expressed by a teacher in his / her official capacity or in the due performance of the duties assigned to him/her on academic matters.
- 1.19** No teacher shall expect with the previous permission of the college / university authorities, engage himself directly or indirectly in any business or private tuition or accept any other employment.
- 1.20** No teacher shall expect with previous sanction of the college accept or permit his wife / her husband or any other member of his/her family to accept from any person any gift or more than trifling value. The interpretation of the term “trifling value” shall be the same as laid down in the Government servants conduct Rules.
- 1.21** No teacher shall speculate in any business nor shall make or permit his wife /her husband or any members of his /her family to make any investment likely to embarrass or influence him / her in the discharge his / her official duties.
- 1.22** No teacher shall lend money at interest to any person nor shall borrow money from any person with whom he /she is likely to have official transactions beyond the financial ceilings. A teacher shall so manage his / her private affairs as to avoid habitual indebtedness or insolvency. When a teacher is found liable to arrest from debt or has recourse to insolvency or when it is found that a moiety of his / her salary is continuously being attached, he /she may be liable for disciplinary action, which may lead to dismissal. A teacher who becomes the subject of legal proceedings for insolvency shall forthwith report full facts to the college.
- 1.23** A teacher who gets involved in some criminal proceedings shall immediately inform the college authorities irrespective of the fact whether he / she has been released on bail or not.


PRINCIPAL
Madhukarrao Pandav College of
Engineering, Bhilewada,
Bhandara.

