



Maharashtra Shikshan Samiti's

Maharashtra Mahavidyalaya, Nilanga

THE CODE OF PROFESSIONAL ETHICS

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THE CODE OF PROFESSIONAL ETHICS

Introduction

Whoever adopts teaching as a profession assumes the obligation to conduct him/her 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 which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in deposition. Maharashtra Mahavidyalaya believes that only an institution with strict observance of the professional ethics and human values can deliver the promises an educational institution is obliged to. To fulfil the end of fostering, nurturing and promoting a quality culture in all of the aspects of our functions upholding the professional ethics with no compromises whatsoever we have made various provisions. The provisions are categorized as below:

- 1. Creating Awareness:** To create an awareness of the regulations, guidelines and provisions related to professional ethics we have manifold initiatives. Professional ethics are printed in every teachers Daily Teaching Report notebook. The same are published in a separate book form. The ethics guidelines and regulations are explained and discussed in the staff meeting as and when needed. A separate policy document on the same is also prepared and displayed on the website of the college.
- 2. Monitoring:** To monitor the observance of strict adherence to the professional ethics we have various committees. Discipline Committee looks after the issues raised and recommends the necessary actions to the administration. Moreover, students'

grievances of various kinds are collected through multiple mechanisms. Internal and University Examination related grievances, General grievances and sexual harassment related grievances.

3. Grievance Redressal Mechanism: The grievances related to internal or university examinations are collected and redressed in a time bound manner. The grievances related to general behavior are collected and redressed by the Grievances Redressal Committee. Moreover, college has also established the Right to Information Committee. The names and contact details of the committee are displayed near the entrance of the college. The students can record and register the non-adherence of professional ethics by our teaching or non-teaching staff to the mentors assigned to their classes. All these grievances are responded to by the respective grievance redressal mechanism.

THE CODE OF PROFESSIONAL ETHICS FOR TEACHERS

TEACHERS SHOULD

- ❖ Adhere to a responsible pattern of conduct and demean and the expectation from them by the community.
- ❖ Manage their private affairs in a manner consistent with the dignity of the profession.
- ❖ Seek to make professional growth continuous through study and research.
- ❖ Express free and frank opinion by participation at professional meeting, seminars, conference etc. towards the contribution of knowledge.
- ❖ Maintain active membership of professional organizational and strive to improve education and profession through them.
- ❖ Perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.

- ❖ Co-Operative and assist in carrying out function relating to the educational responsibilities of the college and the university such as assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of university and college examinations, including supervision, invigilation and evaluation.
- ❖ Participate in extension, co-circular and extra- curricular activities including community Service.
- ❖ Teachers and the Students Respect the right and dignity of the student in expressing his/her opinion.
- ❖ Deal justly and impartially with students regardless of the religion, caste, political, economic, social and physical characteristic.
- ❖ Recognize the difference in aptitude and capabilities among students & strive to meet their individual needs.
- ❖ Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
- ❖ Inculcate among student scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace.
- ❖ Be affectionate to the students & not behave in a vindictive manner towards them for any reason.
- ❖ Pay attention to only the attainment of the student in the assessment of merit.
- ❖ Make themselves available to the students even beyond their class hours and help and guide student without any remuneration or reward.
- ❖ Aid students to develop and understanding of our national heritage and national goals.
- ❖ Refrain from inciting students against other students, colleagues or administration

Teachers and colleagues

- ❖ Treat other members of the profession in the same manner as they themselves wish to be treated.
- ❖ Speak respectfully of other teacher and render assistance for professional betterment.
- ❖ Refrain from lodging unsubstantiated allegations against colleagues to higher authorities.
- ❖ Refrain from allowing consideration of cast, creed, religion, sex or race in their professional Endeavour

Teachers and Authorities

- ❖ Discharge their professional responsibilities according to the existing rules and adhere to producers and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule deter mental to the professional interest.
- ❖ Refrain from under taking any other employment and commitment including private tuition and coaching classes which are likely to interfere with their professional responsibilities.
- ❖ Co-operate and formulation of policies of the institution by accepting various office and discharge responsibilities which office may demand.
- ❖ Co-operate through their organization in the formulation of policies of the other institutions and accept offices.
- ❖ Co-operate with the authorities for the betterment of the institution, keeping in view the interest and in conformity with dignity of the profession.
- ❖ Should adhere to the conditions of the contract.
- ❖ Give and except due to notice before any change of position is made; and

- ❖ Refrain from availing themselves of leave except of unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

Teachers and Non-Teaching Staff

- ❖ Teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative under taking, within every educational institution.
- ❖ Teachers should help in the function of joint staff-councils covering both teaching and the non-teaching staff.

Teachers and Guardians

Try to see through teachers' bodies and organizations, that institution maintains contact with the guardians of their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings converted for the purpose for mutual exchange of ideas and for the benefit of the institution.

Teachers and Society

- ❖ Recognize that education is a public service and strive to keep the public informed of the educational programs which are being provided.
- ❖ Work to improve education in the community and strengthen the community's moral and intellectual life.
- ❖ Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.

- ❖ Perform the duties of citizenship, participate in community activities & shoulder responsibilities of public offices.
- ❖ Refrain from taking part in or subscribing to or assisting in any activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

Professional Ethics for Non-teaching Staff

- ❖ Adhere to a responsible pattern of conduct and demean and the expectation from them by the community.
- ❖ Manage their private affairs in a manner consistent with the dignity of the profession.
- ❖ Non-teaching staff should have Punctuality and reliability in their daily duties.
- ❖ Should observe Integrity through being honest in words and actions.
- ❖ Should create and maintain cordial, cooperative and supportive relation with the teachers and the students while maintaining professional boundaries.
- ❖ Maintaining dignity of the self, students, and teachers by treating students and teachers with care and kindness.
- ❖ Mutual respect, trust and confidentiality should be practiced while working with the colleagues, teachers and the authorities.
- ❖ Should strive with the best of knowledge and capabilities for achieving highest standards of work.
- ❖ The hierarchical structure of the administration must be maintained and respected.
- ❖ Seek to make professional growth continuous through acquiring new technical skills.
- ❖ Should wear uniforms on the days specified and should dress properly during the remaining days.
- ❖ Teachers and the Students Respect the right and dignity of the student in expressing his/her opinion

- ❖ Deal justly and impartially with students regardless of the religion, caste, political, economic, social and physical characteristic.
- ❖ Refrain from inciting students against other students, colleagues or administration.

Policy Signed by

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