

JAI NARAIN VYAS UNIVERSITY JODHPUR

Code of Professional Ethics/ Code of Conduct

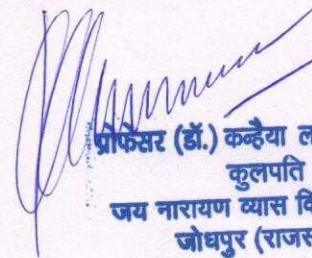
In reference to the letter received from Raj Bhawan, Jaipur [No. F.1 (42) RB/2016/9504, Dated 19th December 2019] regarding a uniform Code of Conduct for faculty and staff of State Universities in Rajasthan, Jai Narain Vyas University is following the recommendations of the Committee constituted by the Hon'ble Governor & Chancellor to deliberate and offer suggestions regarding the same.

As members of the University community, all teachers, non-teaching staff, students, members of the statutory bodies, University Officers and those at affiliated colleges are responsible for sustaining the highest ethical standards. The University values integrity, honesty and fairness and strives to integrate these values into its teaching, research and other activities.

General:

Every member of University community shall at all times:-

- (i) Maintain absolute integrity.
- (ii) Maintain devotion to duty.
- (iii) Maintain high ethical standards and honesty.
- (iv) Maintain accountability and transparency.
- (v) Maintain courtesy and good behavior.
- (vi) Maintain responsiveness to the members of the community, particularly to those belonging to the weaker section.
- (vii) Must be cognizant of and comply with the relevant policies, standards, laws, rules and regulations.
- (viii) Promote the principles of merit, fairness and impartiality in discharge of duties.
- (ix) Take decisions solely in university interest and use or cause to use university resources efficiently, effectively and economically.
- (x) Make choices, take decisions and make recommendations on merit alone.
- (xi) Act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under-privileged sections of society.


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प्रोफेसर (डॉ.) कन्हैया लाल श्रीवास्तव
कुलपति
जय नारायण व्यास विश्वविद्यालय
जोधपुर (राजस्थान)

- (xii) Refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices.
- (xiii) Maintain discipline in the discharge of his duties and be liable to implement the lawful orders duly communicated to him.
- (xiv) Maintain confidentiality in the performance of his official duties as required by any laws for the time being in force.
- (xv) Perform and discharge his/her duties with the highest degree of professionalism and dedication to the best of his abilities.

Teachers:

The University shall provide and sustain an environment conducive to sharing, extending, and critically examining knowledge and values, for furthering its objectives and goals. Teachers must be free within their respective fields of competence to pursue and teach the truth in accord with appropriate standards of scholarly inquiry. It is the intent of the University to protect academic freedom, to help preserve the highest standards of teaching and scholarship, and to advance the mission of the University as an institution of higher learning.

Teachers of the University in reference to this code of professional ethics means Professors, Associate Professors, Assistant Professors and such other persons as may be appointed for imparting instruction or conducting research in the University or in any College or Institution affiliated to the University and are designated as teachers by the Ordinances.

Every teacher of the University shall abide by the Code of Professional Ethics framed by the University and the following lapses would constitute misconduct on the part of a University teacher.

- I. Any lapses in performing his / her duties as assigned by the university from time to time.
- II. Inciting students against other students, colleagues or administration (This does not interfere with the right of a teacher to express his / her difference of opinion on principles in seminars and other places where students are present) or any other such actions which are against the interest of the university.

- III. Indulging in communal activities, or making inappropriate remarks on caste, creed, religion, race or sex in his / her relationship with his / her colleagues and trying to use the above considerations for improvement of his/her prospects or any other such actions which are against the interest of the university.
- IV. Refusal to carry out the decisions by appropriate administrative and academic bodies and / or functionaries of the University without giving Reason.
- V. Shall not adopt any unfair means in his/her academic/ research activities. Publication of research papers in journals, reports/monographs, project reports etc. and shall not indulge in any activity which may be considered as unfair means or plagiarism.

PROFESSIONAL RIGHTS OF TEACHERS

In support of the University's central functions as an institution of higher learning, a major responsibility of the administration is to protect and encourage the faculty in its teaching, learning, research, and public service. The authority to discipline faculty members in appropriate cases derives from the shared recognition by the faculty and the administration that the purpose of discipline is to preserve conditions hospitable to these pursuits. Such conditions, as they relate to the faculty, include

1. free inquiry, and exchange of ideas;
2. The right to present controversial material relevant to a course of instruction;
3. participation in the governance of the University as provided in the Ordinances, rules and the regulations of the University through academic bodies including
 - (a) approval of course content and manner of instruction,
 - (b) establishment of requirements for degrees,
 - (c) Appointment and promotion of faculty,
 - (d) discipline of members of the faculty, and the formulation of rules and procedures for discipline of students, and
 - (e) establishment of norms for teaching responsibilities and for evaluation of both faculty and student achievement.

TEACHERS AND THEIR RESPONSIBILITIES

Whoever adopts teaching as a profession assumes the obligation to conduct himself/herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his/her students and the society at large. Therefore, every teacher should 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. The profession further requires the teachers should be calm, patient and communicative by temperament and amiable in disposition.

(a) Teachers should:

- i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- iii) Seek to make professional growth continuous through study and research;
- iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation;

- viii) Participate in extension, co-curricular and extra-curricular activities including community service.

Teachers and the students

(b) Teachers should:

- i) Respect the right and dignity of the student in expressing his/her opinion;
- ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- iii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- vii) Pay attention to only the attainment of the student in the assessment of merit;
- viii) Make themselves available to the students even beyond their class hour and help and guide students without any remuneration or reward;
- ix) Aid students to develop an understanding of our national heritage and national goals;
- x) Refrain from inciting students against other students, colleagues or administration.

Teachers and colleagues

(c) Teachers should:

- i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii) Speak respectfully of other teachers and render assistance for professional betterment;
- iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and

- iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavor.

Teachers and authorities:

(d) Teachers should:

- i) Discharge their professional responsibilities according to the existing rules and adhere to procedures 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;
- ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii) Cooperate in the formulation of policies of the University by accepting various offices and discharge responsibilities which such offices may demand;
- iv) Cooperate through their organizations in the formulation of policies of the other institutions and accept offices;
- v) Cooperate with the authorities for the betterment of the University keeping in view the interest and in conformity with dignity of the profession;
- vi) Should adhere to the conditions of contract;
- vii) Give and expect due notice before a change of position is made;
- viii) 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;
- ix) No whole-time salaried teacher of the University shall engage directly or indirectly in any trade or business whatsoever or any private tuition or other work to which any emolument or honorarium is attached. However, teachers may engage in consultancy work, publication of Journals and similar work of academic nature as per University guidelines and with prior approval of the University;
- x) Every teacher shall undertake to take part in such activities of the University and perform such duties in the University as may be

required by and in accordance with the Act, the Statutes and Ordinances framed there-under, for the time being in force, whether the same relate to organization of teaching, research, extension, examination of students, their discipline, welfare, and generally to act under the direction of the authorities of the University.

Teachers and non-teaching staff

Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within University.

Teachers and guardians

e) Teachers should help the University authorities to maintain contact with the guardians, their students, send reports 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 University.

Teachers and society

(f) Teachers should:

- 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 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 offices;
- 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, religions or linguistic groups but actively work for National Integration.

Engaging Private Tuitions by Teachers

No teacher of an affiliated college or University teaching Department /College shall undertake individual private tuitions. However teachers are free to deliver invited lectures, talks on honorarium basis at academic institutions and colleges. For remedial classes and SFS classes organized by the University and Colleges, the honorarium may be paid to the teachers.

TAKING PART IN POLITICS AND ELECTIONS:

University Teachers may take part in active politics or be associated with any party or organization which takes part in political activity or shall subscribe in aid or assist in any manner any political party or movement or activity, however shall abide with professional ethics applicable in general. He may canvas or otherwise take part in election campaign to any legislative body or local authority with intimation to the University and by taking leave for the period.

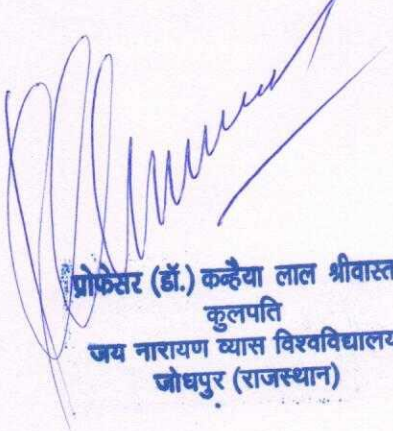
If a University teacher wishes to stand for any election shall first seek permission and obtain leave without pay from the University.

Other Rules for Employees including Teachers:

The other rules of code of conduct which are not covered above shall be as prescribed in the Rajasthan Service Rules or those prescribed by the University Grants Commission/Government of Rajasthan from time to time. The Rajasthan Service Rules pertaining to following will be applicable:

- i) Declaration of immovable property
- ii) Sexual harassment
- iii) Gifts
- iv) Marriage
- v) Dowry
- vi) Child marriage

- vii) Prohibition of employment of child below 14 years
- viii) Consumptions of intoxicating drinks and drugs
- ix) Private trade or employment
- x) Investment, Lending and Borrowings
- xi) Insolvency, habitual debtedness and habitual borrowings
- xii) Employment of near relatives
- xiii) Criminal Proceedings
- xiv) Demonstration and Strikes



प्रोफेसर (डॉ.) कन्हैया लाल श्रीवास्तव
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जोधपुर (राजस्थान)

जय नारायण व्यास विश्वविद्यालय, जोधपुर
(स्थापना शाखा)

क्रमांक : जनावि/स्था/शैक्ष/2020/1064

दिनांक : 29/2/2020

अकादमिक परिषद में विचार हेतु

सचिव, राज्यपाल सचिवालय, राजभवन जयपुर से प्राप्त पत्रांक : 9504 दिनांक : 19.12.2019 जो कि राज्य वित्त पोषित विश्वविद्यालयों में समान आचार संहिता के संबंध में है। उक्त पत्र के साथ विश्वविद्यालयों में फ़ैकल्टी एवं स्टाफ हेतु आचार संहिता की प्रति संलग्न कर प्रेषित करते हुए उसकी पालना सुनिश्चित करने हेतु लिखा गया है (सुलभ संदर्भ हेतु प्रतियां संलग्न)। माननीय कुलपति महोदय के आदेशानुसार उक्त आचार संहिता को विश्वविद्यालय में लागू करने के संबंध में अकादमिक परिषद के समक्ष विचारार्थ प्रस्तुत है।

सहायक कुलसचिव
अकादमिक शाखा।

कुलसचिव
26/2/2020

P.A. 86
13.10.20

JAI NARAIN VYAS UNIVERSITY, JODHPUR
(ACADEMIC BRANCH)

No. JNVU/Aca/M/2020/18045



Date: 09/10/2020

Assistant Registrar,
Establishment Section (T)
Jai Narain Vyas University
Jodhpur.

Subject:- Regarding Action taken report of the meeting of the Academic Council dated: 25/08/2020
Res. No. 7/2020.

Dear Sir,

With reference to your letter No.JNVU/ Estt/T/20/1790 dated 30/09/2020 whereby it has been mentioned with regard to Agenda item No.3 (Res. No.7/2020) with the remark that "Not related to this Section". But it is to inform you that this item relates to your Section as original item was received by this Section bearing letter No.JNVU/Estt/T/20/1064 dated 29.02.2020. It is once again requested to please send the Action taken report of Agenda item No.3 (Res. No.7/2020) as earliest.

Yours Faithfully.


ASSTT. REGISTRAR

P.A. 86
13.10.20

JAI NARAIN VYAS UNIVERSITY, JODHPUR
(Establishment Section)

No. JNVU/Estt/T/20/ 2011


Dated 23, December, 2020

NOTIFICATION

The Hon'ble Vice-Chancellor has constituted a Committee in pursuant to the Resolution of Academic Council No. 7/2020 consisting of the following under the Convenership of Prof. K.L. Raiger to frame the code of conduct for the Faculty and the staff as per the directions of the Governor's Secretariat, Jaipur. The committee is as under :

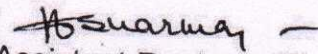
1. Prof K.L. Raiger : Convener
Dean, Faculty of Arts, Edu. & Social
Sciences & Professor in Hindi
2. Prof. Milind Kumar Sharma : Member
Prof. in P & I Engineering
3. Prof. Krishn Awatar Goyal : Member
Prof. in BFE
4. Dr. Sunil Asopa : Member
Prof. in Law
5. The Registrar : Member

The convener of the committee is requested to convene the meeting and submit report.


REGISTRAR

Copy to:

1. Dr. K.L. Raiger, Professor, Department of Hindi
2. Dr. Milink Kumar Sharma, Professor Department of Production & Industrial Engineering
3. Dr. K.A. Goyal, Professor Department of BFE
4. Dr. Sunil Asopa, Professor in Law
5. PS to the Vice-chancellor
6. PA to the Registrar


Assistant Registrar(T)

JAI NARAIN VYAS UNIVERSITY, JODHPUR
(Establishment Section)

No. JNVU/Estt/T/2060


Dated 31/12/2020

MEETING NOTICE

A Committee constituted by the Hon'ble Vice-Chancellor vide No. JNVU/Estt/T/20/2011 dated 23rd December, 2020, to frame the code of conduct for the Faculty and the staff as per the directions of the Governor's Secretariat, Jaipur, will be held on 5th January, 2021 at 12:00 Noon in the Chamber of Registrar, JN Vyas University, Jodhpur.

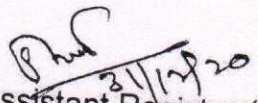
1. Prof K.L. Raiger : Convener
Dean, Faculty of Arts, Edu. & Social
Sciences & Professor in Hindi
2. Prof. Milind Kumar Sharma : Member
Prof. in P & I Engineering
3. Prof. Krishn Awatar Goyal : Member
Prof. in BFE
4. Dr. Sunil Asopa : Member
Prof. in Law
5. The Registrar : Member

All the members are requested to kindly attend the meeting in time.


31/12/20
Assistant Registrar(T)

Copy to:

1. Dr. K.L. Raiger, Professor, Department of Hindi
2. Dr. Milink Kumar Sharma, Professor Department of Production & Industrial Engineering
3. Dr. K.A. Goyal, Professor Department of BFE
4. Dr. Sunil Asopa, Professor in Law
5. PS to the Vice-chancellor
6. PA to the Registrar

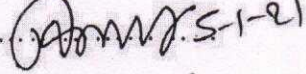
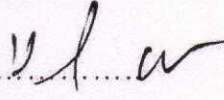
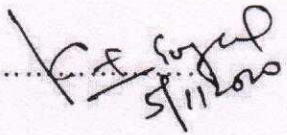


31/12/20
Assistant Registrar(T)
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JAI NARAIN VYAS UNIVERSITY, JODHPUR
(ESTABLISHMENT SECTION)

ATTENDANCE SHEET

Dated: 05.01.2021
Time: 12:00 Noon

Attendance of the committee constituted by the Hon'ble Vice-Chancellor vide No. JNVU/Estt/T/2011 dated 23rd December 2020 to frame the code of conduct for the Faculty and the staff as per the directions of the Governor's Secretariat, Jaipur.

1. Prof. K.L. Raigar- Arts
Convener, & Dean, FAESS : 
2. Prof. Milind Kumar Sharma
Professor in P & I Engineering : 
3. Prof. Krishn Awatar Goyal
Professor in BFE : 
4. Prof. Sunil Asopa
Professor in Law :
5. The Registrar : 

.....

Meeting of committee constituted by the Hon'ble Vice-Chancellor vide No. JNVU/Esstt/T/2011 dated 23rd December 2020 to frame the code of conduct for the Faculty and the staff as per the directions of the Governor's Secretariat, Jaipur meeting held on 05.01.2021 at 12.00 P.M.

समिति में निम्न सदस्य उपस्थित हुए

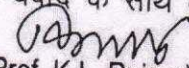
1. प्रो. के. एल. रैगर
2. प्रो. मिलिन्द कुमार शर्मा
3. प्रो. कृष्ण अवतार गौयल
4. प्रो. सुनील आसोपा
5. श्रीमति चंचल वर्मा, कुलसचिव

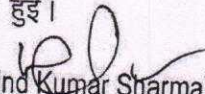
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समिति के माननीय सदस्यों का स्वागत किया गया और सर्वसम्मति से यह निर्णय लिया गया कि उक्त संबंध में राजभवन के पत्र क्रमांक F.1(42) आरबी/2016/9504 दिनांक 19 दिसम्बर 2019 द्वारा प्रेषित आचार संहिता का अवलोकन किया गया तथा तय किया गया कि इस संबंध में विश्वविद्यालय के अध्यादेश 320 का भी अवलोकन करते हुए उक्त पत्र के संबंध में शिक्षकों के विचार आमंत्रित किये जाये तथा संबंधित विचारों/सुझावों पर विचार करते हुए एक आदर्श आचार संहिता तैयार किया जाय। आपत्तियां दिनांक 15.01.2021 तक स्थापना शाखा की ई-मेल estt_teaching@jnu.edu.in में या लिखित में प्रस्तुत कर सकते हैं।

आमंत्रित सुझावों पर आगामी बैठक में विचार विमर्श किया जायेगा।


धन्यवाद के साथ बैठक सम्पन्न हुई।


(Prof. K.L. Raigar)
Converner


(Prof. Milind Kumar Sharma)
Prof. in P & I Engg.

(Prof. Krishn Awatar Goyal)
Professor in BFE

—
(Prof. Sunil Asopa)
Professor in Law


(Chanchal Verma)
The Registrar