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Jayprakash Education Society's  
**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA**

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.

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'B' Re-accredited by NAAC

(Affiliated to Shivaji University, Kolhapur)



Founder Chairman : **Hon. Adv. Nanasaheb S. Mane**  
B.A., LLB., Ex.MLA

Chairman : **Shri. Satish S. Mane**  
M.A., M.Phil

Principal : **Dr. S. D. Disale**  
M.Sc. Ph.D  
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Ref.: J/BAC/202 -202 /

Date :

### 7.1.10.

*The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.*

### Particulars-

Sr. No.	Name
1	The Code of Ethics



Jayprakash Education Society's

**Dr. Babasaheb Ambedkar Mahavidyalaya,**

Barrister Tatyasaheb Mane Vidyanagar, Peth- Vadgaon.

### Code of Ethics

#### **CODE OF PROFESSIONAL ETHICS FOR TEACHERS**

This Code of Ethics shall regulate the behaviour of all teachers in this college. The values that are to guide the teachers are emphasized in this code. This code addresses the relationship that teachers should have with various stakeholders the students entrusted in their care as well as colleagues, parents, guardians and the general community.

#### **Teacher and the Students**

1. The members of the teaching profession shall maintain professional boundaries whilst in college and out of college, avoid improper physical contact or improper communication in any form and avoid inappropriate relationships with students.
2. The members of the teaching profession shall maintain a professional distance; they shall refrain from taking advantage of professional relationships with students for their own personal benefit and behave in keeping with their unique position of trust and status as role models.
3. The members of the teaching profession shall follow safe behaviour management policies and guidelines, as directed by the relevant college and

education authorities; they shall exercise care in their language, gestures and attitudes, ensuring that they do not damage the self-esteem of the students in any manner and shall act in a professional manner at all times.

4. The members of the teaching profession shall demonstrate respect for diversity, maintain fairness and promote equality irrespective of gender, race, religion, sexual orientation, appearance, age, language or different needs or abilities.
5. The members of the teaching profession shall contribute to the creation of a fair and inclusive academic environment by addressing discrimination, stereotyping and bullying.
6. The members of the teaching profession shall identify and refer to the competent authorities any issues that might impact on students' welfare at the earliest possible stage.

### **Teachers with the Colleagues, Parents**

1. The members of the teaching profession shall work in a collegiate and cooperative manner with colleagues and other professionals who work in multidisciplinary teams officially recognized by the education authorities.
2. The members of the teaching profession shall respect, support and collaborate with colleagues both in matters concerning the education of students as well as in maintaining relations with colleagues in the highest standards of professional courtesy.
3. The members of the teaching profession shall be prepared to help junior colleagues and those in training and induction in all possible ways.
4. The members of the teaching profession shall respect the authority of senior professional colleagues while retaining the right to express professional opinion and dissent.



5. The members of the teaching profession shall not reprimand, censure, rebuke or criticize any colleague, or any other member of the teaching profession, in the presence of students or in public.
6. The members of the teaching profession shall refrain from making public statements which bring the profession into disrepute.
7. The members of the teaching profession shall develop and maintain good relationships between home and school, respecting the role that parents, guardians of the students.
8. The members of the teaching profession shall engage and work positively with parents, as far as possible, in an open and respectful way.
9. The members of the teaching profession shall ensure that their communications with parents, students and colleagues comply with those policies and procedures issued college level, as well as those educational policies and procedures issued at state or national level.
10. The members of the teaching profession shall demonstrate respect for diversity when dealing with colleagues, parents, guardians in their capacity as partners in the educative process.
11. The members of the teaching profession shall make every effort to encourage parents, guardians to interest themselves actively in the education and welfare of children in their care.

### **Professional Knowledge Up To Date**

1. The members of the teaching profession shall maintain high standards of practice in relation to teaching and learning, classroom management, planning, monitoring, assessment and reporting.
2. The members of the teaching profession shall keep their professional knowledge and skills updated throughout their teaching career.

3. The members of the teaching profession shall keep updated their knowledge of relevant guidelines and educational developments in their teaching post and role and in relation to teaching in general.
4. The members of the teaching profession shall reflect upon and evaluate their practice as part of their continuing professional development.
5. The members of the teaching profession shall be open and respond positively to constructive feedback regarding their teaching practices.
6. The members of the teaching profession shall seek support, advice and guidance where necessary.

### **Code of Ethics for Non-Teaching Staff**

1. Loyalty to the College by punctual and reliable in all duties.
2. Integrity by being honest in words and actions.
3. Creating and maintaining with strong relationships with: a. Proper interactions with student's b. maintaining professional boundaries with students and staffs.
4. Dignity by treating students by care and kindness.
5. Being supportive and cooperate with other staff members
6. Responsibility by meeting the required standards for every assigned task.
7. Respect by mutual respect, trust and confidentiality
8. Justice by being committed to the wellbeing of individuals, the wider community and the common good of all people.
9. He / she must respect and maintain the hierarchy in the Administration.
10. He /she should adhere strictly to the official resumption/ closing time and must dress decently and appropriately.
11. Must not use unauthorized persons to perform official duties.

## CODE OF ETHICS FOR PRINCIPAL

1. Principal should make a conscious effort to be fair to personnel and students. Principal should fair to Faculty, staff, and students and need to know that they will be treated fairly when you make a decision.

2. Principal must apply honesty in his/her job. They should never directly lie to anyone. They must never withhold vital information that should be made public.

3. The Principal assumes responsibility and accountability for his or her performance and continually strives to demonstrate competence.

4. The Principal endeavors to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity.

5. Principal should maintain professional boundaries.

6. Train teachers to be responsible for their actions.

7. Understand that you and your teachers are accountable for your actions 24 hours a day, seven days a week.

8. The Principal shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

9. The Principal shall not submit fraudulent requests for reimbursement, expenses, or pay.

10. The Principal shall not fake records, or direct or force others to do so.

11. The Principal shall be of good moral character and be worthy to instruct or supervise the youth of this state.

12. The Principal shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.


13. The Principal makes concerted efforts to communicate to parents all information that should be revealed in the interest of the student.



## Principles of Honesty and Integrity

1. Comply with policies and procedures issued at college, state or national education level, regarding the use of property, facilities, finances and ICT in their educational setting.
2. Conduct assessment- and examination-related tasks with integrity and in compliance with official regulations and procedures.
3. Represent themselves, their experience, professional position and qualifications honestly.
4. Only disclose confidential information within the parameters allowed by legislation.
5. Be mindful of their position as a role model to students.
6. Both in their personal and professional life, be watchful of their behaviour and attitude, being that these may have an impact on the profession they represent.



  
Principal,  
Dr. Babasaheb Ambedkar Mahavidyalaya  
Path Vadgaon, Dist. Kolhapur, Maharashtra