

Rules & Regulations for the code of conduct for College Teachers of SDCRI

1. It is the responsibility of every teacher to advance and disseminate knowledge through his/her professional activities, a teacher should always try to give his/her best to the students and to the institution and always adhere to honest dealing and fair play.
2. The teacher shall perform the academic duties assigned to him/her in accordance with the rules.
3. The teacher shall not victimize and discriminate against students, colleagues and other staff.
4. The teacher shall not, incite the students against other students, colleagues, college administration and its employees. A teacher, however, shall have the right to express his/her opinion and ventilate differences or matters of principle in formal meetings with the Board of Management.
5. The teacher shall not raise question of caste, creed, religion, race or sex in his/her relationships with students, colleagues and other staff, with a view to furthering one's prospects.
6. The teacher shall not practice or incite any student to practice casteism, or communalism.
7. The teacher shall not misbehave or encourage any student, teacher or employee to behave in a rowdy or disorderly manner in college.
8. The teacher shall not indulge or encourage any form of malpractice connected with examinations or any other college activity.
9. The teacher shall not remain absent from college without leave or without the previous permission of the Principal of the college.

10. The teacher shall not accept any job of a remunerative character from any source other than the college or giving private tuition to any student or other person or engaging himself in any business.
11. The teacher shall not commit or encourage an act of violence.
12. The teacher shall not organize or attend any meeting during the college hours except where he is required or permitted by the Principal of the college to do so.
13. The teacher shall not refuse to carry out the decisions of competent authorities/bodies and officers of the college in due exercise of their functions.
14. The teacher shall not accept or permit any member of his family to accept any gift in cash or in kind for his own benefit from any student. The expression gift include free transport, boarding, lodging, lavish hospitality or frequent hospitality from the students.
15. The teacher should give one month prior notice to the Director, if the case may be of his/her intention to leave/discontinue services.
16. Misconduct – Misconduct shall include as follows:
 - a) Any action by the teacher contrary to the provisions prescribed in the foregoing rules
 - b) Going on illegal strike, abetting including instigation or action in furtherance thereof.
 - c) Theft, fraud or dishonesty
 - d) Habitual break of any standing orders, rules
 - e) Wilful or negligent damage of the college property
 - f) Refusal to accept charge sheet, order or other communications served according to rules.

- g) Neglect of work or negligence in discharging any duty or failure to give the days out-turns.
- h) Violence or inciting violence
- i) Stopping work either singly or with other teachers or inciting anyone else not to work.
- j) Allowing anyone within the premises of the college whose entry is prohibited without the permission of the competent authority.
- k) Falsification or tampering any paper or record of the college.
- l) Making any false or exaggerated allegations against any colleague or authority.
- m) Committing nuisance during the working hours by being found intoxicated otherwise.
- n) Committing any act involving moral turpitude.

Penalties: Anyone or more of the following penalties may for good and sufficient reasons, such as misconduct, moral turpitudes, neglect of duty, violation of any term or condition of service, indiscipline, are imposed upon any teacher of the college.

- a) Censure
- b) Fine
- c) Withholding of increments
- d) Withholding of promotions
- e) Reduction to a lower stage in time scale of pay for a specified period.
- f) Dismissal from service