

## **Dibrugarh University Ethics Policy**

Dibrugarh University, established by the Dibrugarh University Act, 1965, is a public institution for the pursuit and promotion of higher education and research in tune with the highest standards of ethical, scholarly, scientific and professional integrity. Given the nature of the institution and its responsibility towards the society at large, ethics policy is imperative to strengthen and effective implementation of the spirit of the mission of the University as enshrined in the vision document which states:

"Dibrugarh University shall motivate and strive for the creation of innovative, competent and compassionate human resources for sustainable and holistic development, for achieving social harmony and ensuring quality living so that the University remains as a creation of excellence and continues to generate, disseminate and apply new knowledge and techniques through state of the art education and research in consonance with societal relevance and changing paradigms."

### **Aims and Objectives of the Ethics Policy:**

For effective implementation of these stated ideals and to ensure accountability and conformity with the desired standards of professionalism, an ethical framework becomes imperative for the stakeholders of the University. The ethical framework in pursuance of the core activities of the University as visualized in the vision policy, will cover areas in which questions of ethics might arise in spite of the legal manuals and the ordinances, which have hitherto been referred to in effective regulation of the activities in the University. This ethical framework is intended to complement and supplement the existing rules, regulations, ordinances, executive decisions that are in currently in force.

Dibrugarh University as a public institution must maintain high standards of integrity and must be transparent and accountable to the public in its normal activities and day to day transactions in matters of teaching, learning, research, administration, development works, students' rights and obligations, gender relations and recruitment. The ethics policy should act as an ethical framework in guiding all the members of the University to ensure an ethical pursuit of their individual and collective endeavour in their respective fields of work.

Ethical framework is imperative in cases which raise questions concerning any act or activity which might overtly or covertly lead to promotion of unethical practices, undue harm to individuals' rights and interest, environmental degradation, utilization of resources in non-priority areas which does not address the needs and concerns of the University community, promotion of parochial interest and any work detrimental to the interest to the democratic ethos of the society.

The ethics policy will cover the following areas:

A. Teaching and Research

B. Teachers and Students

C. Student Activities

D. Administration and Employees

**1 A. Teaching and Research:**

Dibrugarh University, since its inception, has tried its best to live up to the core values and principles that determine the ethics of the academic community. Universities being centers of education and learning in terms of creation and dissemination of knowledge, the academic community needs to ensure that it adheres to high standards of integrity, honesty and academic excellence while undertaking research and teaching. It is the duty and responsibility of the professoriate to ensure that the highest level of ethical and professional standard is maintained which contributes substantially in the maintenance and strengthening of academic environment in the University. The academic community should ensure that the research activities undertaken in the University conform to the high standards of disciplinary research and contribute to the existing pool of knowledge. Plagiarism or use of unacknowledged ideas, information, data, and sources should be avoided and will not be encouraged as these practices corrode the very foundation of academic activities.

As questions of ethics are related to questions of right and wrong, rights and responsibilities, transparency and integrity, the decisions of the academic community are expected to be guided by objectively shared ethical norms and not just by subjectively held values and preferences.

The activities of the members of the academic community will be guided by the following broad principles of ethics:

(a) Teachers should continuously strive for keeping abreast with the developments in their respective profession and areas of interest so that they can be active agents of knowledge creation and dissemination. This should also be reflected in the syllabi and course curriculum.

(b) In the process of course transactions the teachers must conform to the stated contact hours which determine the credit of the course offered by him/ her since failure on this part means the willful subversion of the very spirit of CBCS.

(c) Teachers will assist and cooperate with the examination processes of the University at different levels and capacities. Sanctity of the examination process has to be strictly maintained. Teachers should give importance to the fact that evaluation of the students reflects their true merit.

(d) Members of teaching community shall have dignified relationship with colleagues and other members of the University and will refrain from any acts of omission or commission that may lead to harassment and discrimination of colleagues. Teachers will not engage in making unsubstantiated allegations to the authorities regarding their colleagues.

(e) Teachers will refrain from allowing considerations on caste, religion, identity, gender in pursuance of professional accomplishments.

(f) Teachers will participate for the growth and development of corporate life of the University that ranges from student welfare to other extension and extracurricular activities or as might be desired by the University.

(g) As members of professoriate and different committees teachers shall, without fear or favor, express their free and frank point of view. While teachers will abide by the rules and regulations of the university, they have the right to dissent and can express their opinions and can strive for change of the rules and regulations according to the established due practices and norms of the University.

(h) Teachers shall give paramount importance to their primary duty of effective teaching and continuous research. Teachers should be active members of professional bodies and continuously strive for advancement of creation and dissemination of knowledge.

(i) Teachers must avoid improper conflicts of interest especially in matters relating to examination and disclose the same.

(j) Teachers shall avoid engagement in works or activities not related to terms of service, within duty hours, if not directed to do so by the University since this would apparently be misuse of the time provided for the fulfilment of the primary duty of meaningful teaching and research. (k) Teachers will cooperate with the authorities in various capacities as members of different committees and policy making bodies for betterment of the institution without conforming to the professional commitment and dignity of the profession. (1) Teachers must refrain from indulging in activities which promotes enmity among communities, different religious and linguistic identities and undemocratic practices.

## **B. Teachers and Students**

1. Discrimination of students by virtue of one's personal preference and prejudice based on caste, creed, gender, community, religion and identity must be strictly avoided.

2. Teachers will recognize the individual difference of aptitude and capabilities of the students and try to engage with the students to meet their needs.
3. Teachers in their engagements with students should be compassionate and responsive to the needs and problems of the students. Student's confidentiality in personal matters should be respected unless the same is detrimental to the interest of the student or subversive of law.
4. Teachers will encourage students to develop themselves as independent and active learners by providing counselling and guidance which is not necessarily restricted to only class room contact hours.
5. Teachers should not be vindictive to the students. Any form of harassment of the students should be avoided. The academic community should have zero tolerance in matters of asking or forcing any form of sexual favour, sexual gesture or sexual advance.
6. Teachers shall not offer any other form of paid private coaching to students admitted into the University in the subjects that they are engaged in teaching in the University.
7. Teachers will refrain from indulging in student politics for the promotion of their own sheer personal interest which does not represent any larger interest of the society.
8. Teachers shall not engage students or research scholars for personal/ non-professional work as this fails to recognize the other individual as a dignified individual and a co-seeker of knowledge.

**C. Student activities:**

Dibrugarh University recognizes that the student community is a primary stakeholder of the University and the University always strives to uphold their basic freedoms and rights. Other stakeholders of the University are in full cognition of the fact that their basic amenities, concerns, and growing needs should be effectively addressed. However, while enjoying their rights, students are also expected to discharge certain basic responsibilities and be guided by ethical principles.

(a) They must adhere to rules, regulations, codes of conduct of the departments and hostels, codes of conduct in library, internet centre, play grounds, stadiums, dispensary and other premises of the University as well as social spaces outside the University premises since they are representatives of the values held by the University.

(b) The students have the right to seek redressal of their grievances in compliance with procedures of the codes of conduct. In the process of their demand to redress their grievances, they should not indulge in activities that may vitiate the atmosphere in the University.

(c) For proper implementation of CBCS system, the students shall not indulge in absenteeism, as this hinders effective and purposeful course transactions and in doing so they violate the basic duty of pursuit of knowledge.

(d) The student community too shall adhere to high standards of integrity, honesty and academic excellence and shall avoid fabrication or misrepresentation of data and results for papers, assignments and reports. Students must not indulge in plagiarism of any form.

(e) They shall avoid unauthorized removal, mutilation and destruction of University property including properties in the hostels, playing grounds and recreation centres since this violates the basic ethical principle of concern and care of facilities and a breach of the right of the others to it. They shall make use of the facilities in the central library, departmental library and the internet centre in accordance with the rules and procedures, giving due considerations to the rights of others and will not indulge in mutilation, unauthorized removal or destruction of the books, journals and other resources.

(f) The student community shall have zero tolerance for any form of ragging, intimidation or coercion of fellow students, especially juniors in the hostels and departments, which creates ill feeling among the students and leaves permanent psychological trauma among the sufferers.

(g) They shall be dignified in their behaviour to other members of the University community; they shall be gender sensitive and shall refrain from passing lewd remarks, forcing sexual advances and sexual harassment of other members of the University.

#### **D. Administration and Employees**

It is a duty and responsibility of the University administration to reflect in their administration that the primary stakeholders of the Universities are the students and the teachers. As stakeholders of the university, members of the administration and the employees are expected to conform to the ethical standards expected of their respective services and responsibilities.

The members of the administrations and employees should perform their respective duties and responsibilities in manners that are befitting to the realization of the goals of the vision statement. The primary duty of the administration and other employees is to play the role of facilitators of the infrastructure and other needs to the prime stakeholders of the University and they will restrain from committing any act which is detrimental towards this end.

(a) In matters of finance and financial transactions, the University administration should see that the resources are properly allocated in projects on priority basis in consonance with the genuine needs and aspirations of the stake holders of the University.

(b) The administration shall ensure the recruitment of the most suitable candidate so that he/ she should be an asset for the University in whatever capacity he or she may be appointed. Showing undue favouritism or any form of subjectively driven preference or indulgence in nepotism or in acts that work against the larger interest of the University will be strictly avoided.

(c) Members of the administration and other employees shall avoid engagement in works or activities not related to terms of service within duty hours unless they are directed to undertake a specific work by the University.

(d) The members of the administration and other employee must avoid improper conflicts of interest and disclose the same. The members of the administration in the decision-making bodies shall not use his/ her position or authority improperly for advancing any subjective preference.

(e) The members of the administration and other employees shall not accept any treat, gift or any other consideration from vendors doing business with the University.

(f) The members of the administration and other employees will have respect for other stake holders of the University and treat everyone with dignity.

(g) The members of the administration and other employees shall not attend any conference or event or any other activity for which their expenses are paid, either in part or in full, in cash or kind, by a vendor doing business in the University.

(h) The members of the administration and other employees shall avoid forging or fabrication of University document or official record.

(i) They shall be dignified in their behaviour to members of the University community; be gender sensitive and shall refrain from passing lewd remarks, forcing sexual favours, and sexual harassment of other members of the University.

(j) The members of the administration and other employees shall avoid any unnecessary and undue delay of any work and thus refrain from harming or obstructing any work that represent the interest of the students, teachers and research work.

(k) The members of the administration shall not misuse any University property for personal benefit. This may include, but not limited to, the misuse of official vehicles, computers, office stationery, telephone, internet facility.

***All the members of the University shall be guided by these ethical norms and principles in their official and disciplinary transactions. Ethics Committee duly constituted by the Vice Chancellor, Dibrugarh University shall look into the matters relating to the allegations of violations of ethical norms and principles.***