



POLICY OF CODE OF CONDUCT AND ETHICS

Gangadhar Meher University, Amrita Vihar, Sambalpur is pleased to declare its policy of Code of Conduct and Ethics to be abided by the Faculty Members, employees and Students. This Policy indicates the standard procedures and practices for appropriate Conduct and Ethics for the entire Faculty, non-teaching employees, and all the students who have enrolled in this university to study various Programs. It is binding on them to strictly adhere to and follow this Code of Ethics and Conduct and the rights, and responsibilities including the restrictions flowing from it. This document lays down guidelines and norms to be followed to ensure good conduct and ethical practices in the university. The document is made available in both the forms- soft and hard. All the stakeholders are expected to be well conversant with the Code of Conduct and academic ethics, which can also be reviewed on the official website of the university. The university's endeavour using enforcing this Code is to pioneer and administer the student and staff discipline process that is egalitarian, conscientious, effectual, and expeditious; and to provide a system that promotes their growth through individual and collective responsibility.

Jurisdiction

- The university shall have jurisdiction over the conduct of the stakeholders associated with or enrolled with the university and shall take cognizance of all acts of misconduct, including incidents of ragging or otherwise, that are taking place on the campus or in connection with university related activities and functions.
- The university may exercise jurisdiction over conduct that occurs on campus that violates the ideal student conduct and discipline as laid down in this policy, which shall include
 1. a) Any violations of the sexual harassment policy of the university against other students of the university.
 2. b) physical assault, threats of violence, or conduct that threatens the health or safety of any person, including other students of the university.
 3. c) Possession or use of weapons, explosives, or destructive devices on campus
 4. d) Manufacture, sale, or distribution of prohibited drugs, alcohol, etc.
 5. e) conduct that has a negative impact or constitutes a nuisance to members of the surrounding off campus community.

While determining whether or not to exercise such off-campus jurisdiction in situations enumerated herein above, the university shall consider the seriousness of the alleged offense, the risk of harm involved, whether the victim(s) are members of the campus community, and/or whether the off-campus conduct is part of a series of actions, that occurred both on, and off campus.

Ethics and Conduct

This Code of conduct shall apply to all kinds of conduct of the students that occur in the university premises including the university sponsored activities, functions hosted by other recognized student organizations and any off-campus conduct that has or may have serious consequences or adverse impact on the interest or reputation of the university. At the time of admission, each student must sign a statement accepting the policy on Code of conduct and ethics and by giving an undertaking that:

- a) He/she shall be regular and must complete his/her studies in the University.
- b) In the event, a student is forced to discontinue studies for any legitimate reason; such a student may be relieved from the university on written direction of the Vice Chancellor.
- c) As a result of such relieving, the student shall be required to clear pending hostel / mess dues and the fees of the university if any.

The university believes in promoting a safe and efficient climate by enforcing behavioural standards. All students must uphold academic integrity, respect all persons and their rights and property and safety of others etc. All students must deter from indulging in any and all forms of misconduct including partaking in any activity which can affect the university interests and reputation substantially.

The various forms of misconduct include:

- Any act of discrimination (physical or verbal conduct) based on an individual's gender, caste, race, religion or religious beliefs, colour, region, language, disability, or sexual orientation, marital or family status, physical or mental disability, gender identity, etc.
 - Intentionally damaging or destroying the property of the university or property of other students and/or of faculty members.
- Any disruptive activity in a class room or in an event sponsored by the university.
- Unable to produce the identity card, issued by the university, or refusing to produce it on demand by campus security guards, teachers and the staff. Participating in activities including:
 1. Organizing meetings and processions without permission of the university
 2. Accepting membership of terrorist groups banned by the Government.
 3. Unauthorized possession, carrying or use of any weapon, ammunition, explosives, or potential weapons, fireworks, contrary to the law or the policy.
 4. Use of harmful chemicals and banned drugs.
 5. Smoking on the campus of the university.
 6. Possessing, Consuming, distributing, selling of alcohol and drugs in the university and/or throwing empty bottles on the campus.
 7. Use of plastic in any form in the university premises.
 8. Parking a vehicle in a no parking zone or in area earmarked for parking other type of vehicles.
 9. Rash driving on the campus that may cause any inconvenience to others.
 10. Theft or unauthorized access to others resources.

Students are expected not to interact, on behalf of the university, with media representatives or invite media persons on to the campus without the permission of the university authorities. Students are expected to use the social media carefully and responsibly. They cannot post derogatory comments about other individuals from the university on the social media or indulging in any such related activities having grave ramifications on the reputation of the university. Indulging in any form of harassment which is defined as a conduct that is severe and objectively, a conduct that is motivated on the basis of a person's race, colour, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender, gender identity, marital status, ancestry, physical or mental disability, medical condition. Regulation of the violation of the Codes If there is a case against a student for a possible breach of code of conduct, then the committee handling grievances and its redressal, is forwarded for a suitable disciplinary action and shall inquire into the alleged violation and accordingly suggest the action to be taken against the said student. The committee may meet with the student to ascertain the misconduct and suggest one or more of the following disciplinary actions based on the nature of misconduct.

Academic Integrity

As a premier university for advanced studies in multi-faculties, research and education, the university values academic integrity and is committed to fostering an intellectual and ethical environment based on the principles of academic integrity. Academic Integrity encompasses honesty and responsibility and awareness relating to ethical standards for the conduct of research and scholarship. The university believes that in all academic work, the ideas and contributions of others must be appropriately acknowledged. Academic integrity is essential for the success of the university and its research missions and hence violations of academic integrity constitute a serious offence.

Scope and Purpose

This Policy on academic integrity, which forms an integral part of the Code, applies to all students at the university and are required to adhere to the said policy. The purpose of the Policy is twofold:

1. To clarify the principles of academic integrity, and
2. To provide examples of dishonest conduct and violations of academic integrity. Failure to uphold these principles of academic integrity threatens both the reputation of the university and the value of the degrees awarded to its students. Every member of the university community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld.

The principles of academic integrity require that a student:

1. Properly acknowledges and cites use of the ideas, results, material or words of others.
2. Properly acknowledges all contributors to a given piece of work.
3. Makes sure that all work submitted as his or her own in a course or other academic activity is produced without the aid of impermissible materials or impermissible collaboration.
4. Obtains all data or results by ethical means and reports them accurately without suppressing any results inconsistent with his or her interpretation or conclusions.
5. Treats all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference. This requires that a student neither facilitates academic dishonesty by others nor obstructs their academic progress.

Violations of this policy include, but are not limited to:

Plagiarism means the use of material, ideas, figures, code or data as one's own, without appropriately acknowledging the original source. This may involve submission of material, verbatim or paraphrased, that is authored by another person or published earlier by oneself.

Examples of plagiarism include:

- (a) Reproducing, in whole or part, text/sentences from a report, book, thesis, publication or the internet.
- (b) Reproducing one's own previously published data, illustrations, figures, images, or someone else's data, etc.
- (c) Taking material from class-notes or incorporating material from the internet graphs, drawings, photographs, diagrams, tables, spreadsheets, computer programs, or other non-textual material from other sources into one's class reports, presentations, manuscripts, research papers or thesis without proper attribution.
- (d) Self-plagiarism which constitutes copying verbatim from one's own earlier published work in a journal or conference proceedings without appropriate citations.
- (e) Submitting a purchased or downloaded term paper or other materials to satisfy a course requirement.
- (f) Paraphrasing or changing an author's words or style without citation.
- (ii) Cheating includes, but is not limited to:
 - (a) Copying during examinations, and copying of homework assignments, term papers, theses or manuscripts.
 - (b) Allowing or facilitating copying, or writing a report or taking examination for someone else.
 - (c) Using unauthorized material, copying, collaborating when not authorized, and purchasing or borrowing papers or material from various sources.
 - (d) Fabricating (making up) or falsifying (manipulating) data and reporting them in thesis and publications.
 - (e) Creating sources, or citations that do not exist (f) signing another student's name on an assignment, report, research paper, thesis or attendance sheet.

Individual and Collective Responsibility: The responsibility varies with the role one plays.

ANTI-RAGGING

The university has a coherent and an effective anti-ragging policy in place which is based on the 'UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutes, 2009'. The UGC Regulations have been framed in view of the directions issued by the Hon'ble Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutes. The said UGC Regulations shall apply mutatis mutandis to the university and the students are requested kindly to follow the codes strictly.

- a) any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any student;
- b) indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any other student;
- c) asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such a student;
- d) any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
- e) any act of financial extortion or forceful expenditure burden put on a student by other students;
- f) any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- g) any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student;
- h) any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.

ANTI-RAGGING COMMITTEE:

The Anti-Ragging Committee, as constituted by the university and headed by the PGC shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the incident. The committee shall be headed by the university authority and the Convener shall regulate the affairs along with the members and the senior faculties of the university as its members.

ANTI-RAGGING SQUAD: (The Discipline Committee)

To render assistance to students, an Anti-Ragging Squad, which is a smaller body, has also been constituted consisting of various members of the campus community. The said Squad shall keep a vigil on ragging incidents taking place in the community and undertake patrolling functions. Students may note that the Squad is active and alert at all times and are empowered to inspect places of potential ragging, and also make surprise visits in hostel and other hotspots in the university.

The Squad can also investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the guidance of the Anti-Ragging Committee.

A student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:

- Suspension from attending classes and academic privileges.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Suspension/ expulsion from the hostels and mess.
- Cancellation of admission.
- In cases where the persons committing or abetting the act of ragging are not identified, the university shall resort to collective punishment.

The Anti-Ragging Committee of the university shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of ragging and nature and gravity of the incident of ragging. An Appeal against the any of the orders of punishment enumerated hereinabove shall lie to the university authority.

SEXUAL HARASSMENT:

The Policy of the university on prevention and prohibition of sexual harassment at workplace, 2016 shall apply mutatis mutandis to the students of the university which can be accessed and reviewed by the students at the students should note that sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend of the circumstances of each case.

STUDENT GRIEVANCE PROCEDURE:

Any student of the university aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarized hereinabove can approach the Student Grievance Redressal Cell at the university. Further, any student who is aware of any violations must report the same to the Cell. The Cell shall consist of members as appointed by the university authority. Said grievance must be in writing and should be made within 60 days from the day of the alleged violation. The Cell shall take cognizance of the grievance and inform the Committee members to enforce this Code, in cases of any sexual harassment complaints.

STUDENT REPRESENTATION & PARTICIPATION IN GOVERNANCE:

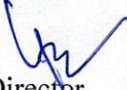
As Students are members of the university campus, they have a substantial interest in the governance of the university. The Code, policies and the varied procedures laid down herein intends that the principle of student involvement in governance in both administrative and academic areas is essential and it is pivotal that students must be, at all junctures, be encouraged to put forth their views and advice, for an informed decision making. Student representation and participation is encouraged and must be strengthened through the involvement of students at all levels. Therefore, all students who are a part of the university and who are going to be enrolled in the university are advised to uphold the policy and inform the university of any violations and assist individually and collectively to improve the quality and effectiveness of this Code and appended policies on <http://www.gmuniversity.ac.in>. Students should note that sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend of the circumstances of each case.

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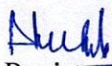
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Director
IQAC

**Director, IQAC
Gangadhar Meher University
Sambalpur**


Registrar

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GANGADHAR MEHER UNIVERSITY
SAMBALPUR**