



## MAHARANA PRATAP GOVERNMENT COLLEGE, CHITTORGARH (RAJ.)

### **Policy Document for Code of Conduct for Students, Teachers, Administration and Staff**

#### **Vision and Mission:**

The motto of Maharana Pratap Government College is 'vidhya dadati vinayam' though it is only a part of the full Sanskrit Shloka but it summarizes the whole meaning of the shloka in one line (The English translation of the complete shloka is 'Knowledge gives humility to a man i.e., one becomes humble, it is through modesty one attains merit, through merit one attains wealth, through wealth one attains dharma, through dharma one attains happiness'). The Maharana Pratap Government College strives to inculcate core Indian values of humility and character building among students. It is an old Indian adage that 'if character is lost everything is lost'. So, the students are made to realize the implications of character dilution or loss of the same. The college administration is very keen to prevent the cases of gender harassment (especially of girls and staff members). It is worthwhile to mention that the college reported no such case/s since past five years. The college administration took a herculean task of screening the mobile phones of students selected on random basis, the students were not punished if the content in their phones was found as objectionable rather, they were counselled on ethical grounds and made to realize that if they continue to do so the same in future, strict disciplinary action would be initiated against them. The college administration has banned the shooting of videos for Tiktok, Instagram etc. If any of the students is found engaging in such an activity, he/she is liable to be rusticated for 15 days with immediate effect.

#### **The students are counselled and mentored for realizing their future goals enlisted below-**

- lead professionally successful lives enriched by the love of learning. (Perfection is an ideal it can never be fully realized only greater and greater approximation to it is possible)
- build personally fulfilling lives radiating integrity and strength of character. (The true strength of a person springs not from the flexing of his muscles but from the strength of his character)
- sustain purposeful engagement with the world with a balanced perspective. (Realizing the concept of 'Vasudhaiv Kutumbkam' in letter and spirit)

#### **Scope:**

The rules and regulations will be guided, in essence, by the values and ethos of the higher education as laid down in policy document of the Government of Rajasthan, and would be in accordance with the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereafter referred to as "the Anti-Ragging Act, 2009") and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, (hereafter referred to as "the Sexual Harassment Act, 2013"), and/or any other State or Union legislation.

### **Code of Conduct for Employees of the College:**

All employees of the College, which includes all teaching/non-teaching staff and all Administrative/non administrative staff is required to adhere to the directives stipulated in the aforementioned acts and conduct themselves in an appropriate and respectful manner, in keeping with the values and ethos of the college and in accordance with the highest ethical and professional standards of conduct. No employee of the college shall engage in conduct likely to be discriminatory towards other employees, disrupt the teaching-learning process, deface or damage college property or its infrastructure, or act in any manner that threatens the academic environment of the college and/or obstructs its functioning. Any form of inappropriate conduct in the workplace, including but not limited to physical contact or advances, demand for sexual favours, making sexually coloured remarks, showing pornography or any other form of unwelcome physical, verbal or non-verbal conduct of a sexual nature, including promises of preferential treatment or threats of detrimental treatment in exchange for sexual favours or any conduct of a sexual nature that results in an intimidating, offensive, humiliating or hostile work environment for the employee, will be treated as sexual harassment under the Sexual Harassment Act, 2013. Any grievance of a non-sexual nature will be brought to the notice of the Grievance Redressal Cell of the College.

### **Code of Conduct for Students of the College:**

All students of the College are required to adhere to the directives stipulated in the aforementioned acts and conduct themselves in an appropriate and respectful manner, in keeping with the values and ethos of the college and in accordance with the highest ethical and professional standards of conduct. No student of the college shall engage in conduct likely to be discriminatory towards other students or employees, disrupt the teaching-learning process, deface or damage college property or its infrastructure, or act in any manner that threatens the academic environment of the college and/or obstructs its functioning. Any form of inappropriate conduct in the College, including but not limited to words, written or spoken, or any act which has the effect of teasing, humiliating, embarrassing, coercing or treating with rudeness a fresher or any other student, any form of financial extortion or threats to the safety of a fresher/student, any act of physical, sexual or verbal abuse, either in person or through emails and similar media, which is liable to cause bodily, emotional or psychological harm, will be treated as ragging and sexual harassment as defined by the Anti-Ragging Act, 2009 and the Sexual Harassment Act, 2013. The College will ensure immediate action against any conduct by a student towards another student/employee that falls under the definition of ragging and/or sexual harassment as defined by the Anti-Ragging Act, 2009 and the Sexual Harassment Act, 2013 and bring it to the notice of the Internal Complaints Committee, constituted under section 4 of the Sexual Harassment Act, 2013, the Anti-Ragging Committee, constituted under Section 6.3 (a) of the Anti-Ragging Act, 2009, and/or the Grievance Redressal Cell of the College.