



ANJUMAN ISLAM JANJIRA'S
DEGREE COLLEGE OF SCIENCE

(AFFILIATED TO UNIVERSITY OF MUMBAI)

CODE OF CONDUCT



INDEX

CHAPTER-I: INSTITUTIONAL CODE OF CONDUCT FOR STUDENTS

- 1.1 DISCIPLINE
- 1.2 I-CARD
- 1.3 HUMAN VALUES
- 1.4 DRESS CODE
- 1.5 MOBILE PHONE
- 1.6 RAGGING
- 1.7 ATTENDANCE
- 1.8 EXAMINATION
- 1.9 GENERAL
- 1.10 CODE OF CONDUCT FOR SEMINAR
- 1.11 CODE OF CONDUCT FOR PROJECT/JOURNAL/PRACTICAL

CHAPTER-II: INSTITUTIONAL CODE OF CONDUCT FOR STAFF

- 2.1 DISCIPLINE
- 2.2 LEAVES

CHAPTER III: CODE OF CONDUCT FOR TEACHING-STAFF

- 3.1 DISCIPLINE
- 3.2 LEAVES
- 3.3 CONTINUOUS ASSESSMENT
 - 3.3.1 CLASSROOM TEACHING
 - 3.3.2 LABORATORY
 - 3.3.3 TEST/ASSIGNMENTS/MID-TERM/MOCK
 - 3.3.4 APPRAISAL REPORT

CHAPTER IV: CODE OF CONDUCT FOR SUPPORTING STAFF

- 4.1 ADMINISTRATIVE STAFF
- 4.2 ACCOUNTANT
- 4.3 STUDENT SECTION
- 4.4 LAB ASSISTANT
- 4.5 LAB ATTENDANT
- 4.6 CLERK
- 4.7 PEON

CHAPTER V: CODE OF CONDUCT FOR HEAD OF DEPARTMENT

CHAPTER VI: CODE OF CONDUCT FOR PRINCIPAL

**CHAPTER VII: CODE OF CONDUCT FOR COLLEGE DEVELOPMENT COMMITTEE****CHAPTER VIII: PROFESSIONAL ETHICS****CHAPTER I****INSTITUTIONAL CODE OF CONDUCT FOR STUDENTS****1.1 DISCIPLINE**

- The student shall observe and follow the academic calendar of the Institute.
- Any act of indiscipline or misbehavior by any student will attract severe penalties / punishment.
- Damage to Institute & campus property due to negligence/lack of care would attract punishment and compensation for loss caused.
- Students shall only use the dustbins for dispensing waste materials within the Campus including classrooms, hostels and offices.
- Students should not throw litters in the Institute campus. Any student found littering will have to pay fine of Rs. 100/-.
- The fund so collected through these penalties will be used towards student's welfare.
- Students have to park their vehicles in parking zone only. Any student found breaking the rule will have to pay a fine of Rs. 50/-
- No person shall be invited to address or entertain the students of the college, without the previous written permission of authorities.
- Students are prohibited from indulging in anti-institutional, anti-national, antisocial, communal, immoral or political expressions and activities within the Campus.
- All Educational tours or Industrial visits shall be accompanied by the faculty members after obtaining necessary undertaking from the Parents / Guardian of the students'
- Unauthorized entry of outsiders into the campus prohibited. Without specific permission of the authorities, students shall not bring outsiders to the College.
- Any case of criminal activity or violation of law and order in the College Campus will be reported to the police.

1.2 I-CARD

- The student should take her Identity Card and Library Card for Home Lending, from the Library at the beginning of the year.
- I- Card will be available immediately within 30 minute after admission.
- The student should collect I- Card within 3 days from the date of admission.
- The student should collect her I-Card within 15 days from the date of admission.



- The student should carry identity card with his/her regularly and the identity card should be produce when demanded by the authorized persons of the Institute.
- If student has lost I- Card, it should be reported immediately to the Principal with an application. Rs. 200/- will be charged for duplicate I- Card
- If student has lost library card or I- Card should be reported immediately to the coordinator and the librarian with an application. Rs.200/- will be charged for duplicate library card and Rs. 200/- for duplicate I- Card.

1.3 HUMAN VALUES

- Be scrupulously honest in all academic activities and with all staff and students.

1.4 DRESS CODE

- We believe in inculcating a sense of discipline and belongingness in the students by observing a dress code.

1.5 MOBILE PHONE

- The student should switch off their mobile phones while in the class room, Laboratory and Library etc. as per notification.
- Mobile phone is strictly prohibited in the exam hall during the examination.

1.6 RAGGING

What is Ragging?

- Hon'ble Supreme court as per the directions of

What is Ragging...?

Hon'ble Supreme court as per the directions of

- Ragging means display of disorderly conduct, doing of any act which causes or is likely to cause physical or psychological harm.
- Raises Apprehension or fear or shame to a student within or outside an educational institution
- Any act or abuse by spoken words, emails, snails-mails, blogs, public insults.
- Any act of financial extortion or forceful expenditure burden put on a junior student by senior students.
- Any act of physical abuse.
- Any act that affects mental health & self-confidence of students.
- Asking to perform amusing tasks for eg. Dancing, singing, jumping etc. in college or hostel.
- Any injury caused to the fundamental right to human dignity through humiliation heaped on juniors by senior.

ACTION TO BE TAKEN AGAINST STUDENTS INDULGING AND ABETTING IN



Ragging as per the Directions of Hon'ble Supreme court of India.

- MAHARASHTRA ACT NO. XXXIII OF 1999, THE MAHARASHTRA PROHIBITION OF RAGGING ACT, 1999. (As modified up to the 29th August 2012)
- Cancellation of admission and also debarred from taking admission in any technical institution in India.
- Suspension from attending classes.
- Withholding/Withdrawing scholarship / fellowship and other benefits.

-
- Debarring from appearing in any test/ examination or other evaluation process.
 - Withholding results.
 - Debarred from representing the institution in any regional, national or international meet, tournament, youth festival etc.
 - Suspension / expulsion from the institution for period ranging from 1 to 4 semesters.
 - Collective punishment.
 - An FIR filed without any exception with local police station.

1.7 ATTENDANCE

- Newly admitted student should report to Principal. with duly signed registration form along with the undertaking of Parent/ Guardian.
- Student should be regular in attendance for all sessions during the day.
- Student should have at least 75% attendance in the Lectures of every subject and 100% overall performance.
- If the student is found irregular in attendance, disciplinary action will be taken.
- The student coming late shall not be allowed to enter the class.
- The student must report about the sickness to the Institute by Principal on mobile and if after joining the college she has to submit the leave application with medical certificate to Principal Sanction of leave for more than three days will have to be obtained before the fourth day itself and not at the time when the student comes back to college.
- The total number of lectures missed on the grounds mentioned above should not in any case exceed 25%. Grant of permission does not mean that the absence has been condoned for the purposes of computing attendance.
- On no account will students be allowed to remain absent for any mid-semester, term-end examination conducted by the Institute or continuous assessment conducted by faculty in class. The student will be entirely responsible for such absence. This may be detrimental to the overall performance and results of the student.
- Students should have to take prior permission (written) of the Principal to remain absent from any activity of Institute.



- Leave Travel Concession as per the rules and regulations of Indian Railways and MSRTC will be allowed only for designated vacations, such concession forms will not be made available for travel in between vacations whatever be the reason.
- The student should complete of all Practical's and Term – work such as Journals, Drawing Sheets, Workshop or any other assignment as per schedule.

1.8 EXAMINATION

- Candidates must appear at the examination hall half an hour before the commencement of the examination.
- Mobile phone is strictly prohibited in the exam hall during the examination.
- Candidates should not communicate with one another in any manner whatsoever during the examination.
- A candidate is permitted to bring the following items to an exam: pen, pencil, drafting instruments, and, if specifically permitted, electronic calculators. All equipment brought to the examination must be placed on the candidate's desk and kept in view during the examination.
- All students should follow the rules of university ordinance No.8435 dated on 5th June 2014 published by university examination department and time to time regulation/notifications as per Mumbai university.

1.9 GENERAL

- Loud/impolite talk/use of unparliamentarily language which offends the listener would be dealt with seriously.
- Expected to spend their free time in the Library/Reading Room.

1.10 CODE OF CONDUCT FOR SEMINAR

- Students should enter the correct information in the work book.
- Get all entries verified by respective Seminar guide. No changes are to be made without Seminar guide's permission.
- Students should report to their respective guides as per the schedule and its log is to be maintained in the work book.
- Follow all deadlines and submit all documents strictly as per prescribed formats.
- The work book should be produced at the time of all discussions, presentations and examinations.
- The work book must be submitted to Seminar coordinator/ guide/ department / College after successful examination at the end of year.
- All documents and reports are to be prepared in Latex only.
- Submit hard as well as soft copy. Maintain one copy with each member.

1.11 CODE OF CONDUCT FOR PRACTICAL/ PROJECT/ LABORATORY

1. Students should enter the correct information in the journals/ work books.



2. Get all entries verified by respective teacher/ project guide's permission. No changes are to be made without concern teacher/ project guide's permission.
 3. Students should report to their respective teacher project guide as per the schedule and its log is to be maintained in the journal/ project book.
 4. Follow all deadlines and submit all documents strictly as per prescribed formats.
 5. The journal/ work book should be produced at the time of all discussions, presentations and examinations.
 6. The work book must be submitted to project coordinator/ guide/ department / College after successful examination at the
 7. Plagiarism is a very serious offence and, where proven against a student, may result in disqualification from the examination of the project.
 8. All students must enter the correct information in the log book.
-

9. All the entries in the project work book must be verified by the concerned project guide.
10. Students must report to their respective guide on project day as per the time table.
11. Activities of the project work should be completed as per the project plan only.
12. Project group must submit soft copies of Project Abstract, Project Report and Publications in PDF format only.
13. Project group members submit two hard copies of Project Report in the format provided by department.
14. Project work book must be brought at the time of Project Reviews & Project Examination.
15. Any changes, if any, must be countersigned by the concerned project guide.
16. For project reviews and project examination, all students must report 15 minutes before the scheduled time.
17. For any query, concerned guide should be consulted.



CHAPTER-II

INSTITUTIONAL CODE OF CONDUCT FOR STAFF

2.1 DISCIPLINE

- All staff of the Institute are responsible for protecting and taking reasonable steps to prevent the theft or misuse of, or damage to Institute assets including all kinds of physical assets, movable and immovable property.
- All the staff Members should follow the rules and regulations of the Institution as prevalent from time to time.
- All staff shall devote their time and their best efforts for the progress of the Institute.
- Staff should contribute to the vision, mission and goals of Institute through engagement of working hours.
- Staff must be punctual.
- Staff must attend all functions of Anjuman Islam Janjira Degree College of Science as per the instructions of Anjuman Islam Janjira Degree College of Science.
- Staff must refrain from any form of harassment or unlawful discrimination based on existing legislative requirements relating to: gender/sexuality/age/marital status pregnancy or likelihood of pregnancy physical features, disability or impairment (physical disability or medical status)
- Every staff should maintain absolute integrity and devotion to duty and not to act which is unbecoming of an employee of an educational institution.



- Staff should work in cooperation and collaborative manner with others through academic and administrative activities to achieve Institute goals.
- Every staff should strictly abide by any law relating to intoxicating drink or drug in force in any area in which he/she may happen to be for the time being and not to be under the influence of any intoxicating drink or drug during the course of his/her duty.
- Every staff should maintain the confidentiality regarding the College's affairs and the affairs of its constituents and should not divulge, directly or indirectly, any information of confidential nature either to a member of the public or of the College's staff, unless compelled to do so by a judicial or other authority or unless instructed to do so by a superior officer in the discharge of his/her duties.
- The Faculty Member should show no partiality to any segment / individual student.

2.2 LEAVES

- Staff shall get casual leaves, medical leaves, earn leaves and vacations as per Rules of University of Mumbai and Government of Maharashtra.

CHAPTER III

CODE OF CONDUCT FOR TEACHING-STAFF

3.1 DISCIPLINE

- The Faculty Member should report to the college at least 10 minutes before the commencement of college timing.
- The work plan of teaching staff should ensure, in the most productive manner, the utilization of stipulated 40 working hours per week, with regard to the roles, jobs and targets assigned to them by the Department/ Institution.

3.2 LEAVES

- Whenever a Faculty Member intends to take leave, the Faculty Member should get the leave sanctioned in advance and with proper alternate arrangements made for class / lab / invigilation. In case of emergency, the HOD or the next senior faculty must be informed with appropriate alternate arrangements suggested.

3.3 CONTINUOUS ASSESSMENT

- Once the subject is allotted the staff should prepare lecture wise lesson plan.
- The Staff should get the lesson plan and course file - approved by HOD and Principal. The course file should be maintained as per the prescribed format.



- The Staff should not involve himself/herself in any unethical practice while doing continuous assessment.
- The Faculty Member must strive to prepare himself/ herself academically to meet all the challenges and requirements in the methodology of teaching so that the input may be useful for the student community at large.
- The staff should get the feedback from students and act / adjust the teaching appropriately.
- The staff should interact with the Principal or student counselor and inform him / her about the habitual absentees, slow learner student, objectionable behavior etc.
- Every Faculty Member should maintain academic record book.

3.3.1 CLASSROOM TEACHING

- The staff should engage the full 60 minutes and should not leave the class early.
- The staff should make use "Information Communication Technology (ICT)" for effective delivery.
- The staff should encourage students asking doubts / questions.
- The staff should take care of slow learner students and pay special attention to their needs in special classes.
- The staff should motivate the students and bring out the creativity / originality in the students and should make herself available for doubt clearance.
- Every teaching staff demonstrate a high standard in teaching and learning by:
 - Engaging students in their learning
 - Working to Achieve High Level Outcomes for All Students
 - Maintaining Records to Manage, Monitor, Assess and Improve Student Learning
 - Using Research and Student Achievement Data to Inform Professional Practice
 - Engaging in Reflective Practice and Developing Their Professional Knowledge And Teaching Skills
 - Supporting The Personal and Professional Development of Others
 - Providing Constructive Feedback to Colleagues That Is Considered and Helpful
 - Assisting in Developing and Mentoring Less Experienced Staff
 - Accepting Responsibility for their own professional learning and development.

3.3.2 LABORATORY

- The staff should involve themselves in the preparation of experimental setup and upgrade the laboratory.
- The staff should involve themselves in demonstration models and charts.

3.3.3 TEST/ASSIGNMENTS/MID-TERM/MOCK

- In problem oriented subject, regular tutorials have to be conducted.
- The Tutorial problems to be provided to the students a week prior to the actual class.



- Test, prelim, mid-term, submission and mock practical examination must be conducted as per the academic calendar.

3.3.4 APPRAISAL REPORT

- All the staff members are required to submit their Self Evaluation/Appraisal Report at the end of every term of the academic year in the prescribed format.
- Faculty Members are expected to update their knowledge by attending seminars/workshops/conference, after obtaining necessary permission from the Head of the Department and Principal.
- Faculty Members should attempt to publish text books, research papers in reputed International / Indian Journals / Conferences.
- Every Faculty Member is expected to extend his/her beneficial influence in building up the personality of students and he/she should associate himself/herself actively with such extra-curricular activities which he / she is interested in or assigned to him/her from time to time.
- In addition to the teaching, the Faculty Member should take additional responsibilities as assigned by HOD / Principal in academic, co-curricular or extra-curricular activities.

CHAPTER IV

CODE OF CONDUCT FOR SUPPORTING STAFF

4.1 ADMINISTRATIVE STAFF

- Confidential report of the document should be part of personal file of that employee and should be kept confidential by staff members working with this Department.
- Staff should take additional responsibilities if required as assigned by Principal.

4.2 ACCOUNTANT

- Accountant should prepare, examine, and analyze accounting records, financial statements, and other financial reports.
- Accountant should prepare accounts, taxes and tax returns, ensuring compliance with payment, reporting and other tax requirements.
- Accountant should establish tables of accounts, and assign entries to proper accounts.
- Accountant should report to the Principal regarding the finances of establishment.



- Accountant should assess accuracy, completeness, and conformance to reporting and procedural standards.
- Account should provide all the necessary account statement and documents for various committees of the institute.
- Account should provide all the necessary account statement for the yearly account audits.

4.3 STUDENT SECTION

- Enter student information through Zoom software
- Ensure the eligibility of the students and prepare related document to submit Director of Higher Education and Mumbai University within time limit
- Send the students information to Director of Higher Education and Mumbai University within time limit
- Ensure the student document verification by Director of Higher Education and Mumbai University within time limit
- Submit the student document for eligibility and student insurance to Mumbai University
- Ensure cast certificate/cast validity from concern divisional office
- Provide all necessary student data to prepare various committee reports

4.4 LAB ASSISTANT

- Lab assistant should help the lab in-charge to carry out the lab related works.
- Lab assistant should maintain attendance register
- Lab assistant should keep experimental setup ready before conduction of the experiment.
- Lab assistant should ensure the cleanliness of laboratories.

4.5 LAB ATTENDANT

- Lab attendant should assist the lab assistant to carry out the lab related responsibilities.

4.6 CLERK

- Clerk should maintain service book of all staff of the Institute.
- Clerk should maintain college level/department level all document files.

4.7 PEON

- Peon should report the college half an hour before the college time.
- Peon should maintain cleanliness of laboratories, class and staff rooms.
- Peon should do all the work assign by the Head of the department and other staff members.
- Peon should not leave the office until and unless the higher authority permits.



CHAPTER V

CODE OF CONDUCT FOR HEAD OF DEPARTMENT

- The work load (teaching and departmental) of all the staff should be fixed by the Head of the department.
- The Head of the department should ensure that the work load of the teacher should not be less than 40 hours a week, of which teaching-contact hours should be at least as follows:
 - (i) Head of Department/ Professor 8 hours / week
 - (ii) Associate Professor 12 hours / week
 - (iii) Assistant Professor 16 hours/week.



- The Head of the Department should be responsible for academic planning and academic audit of the department and implementation of academic policies approved by the Principal.
- The teaching load should be allotted by the HOD after taking into account of the Faculty Member's interests/choices.
- The Head of the Department should arrange the weekly meetings of the department staff to overview the progress of academic and administrative work.
- The Head of the Department should encourage Faculty Members to update their knowledge by attending seminars/workshops/conference.
- The Head of the Department should encourage Faculty Members to publish text books, research papers in reputed International / Indian Journals / Conferences/MoUs.
- The Head of the Department should arrange for feedback responses from the students, and the parents on quality-related department processes.
- The Head of the Department should write confidential report for all staff members of his/her department and submit to the Principal.

CHAPTER VI

CODE OF CONDUCT FOR PRINCIPAL

- The Principal should oversee and monitor the administration of the academic programmes and general administration of the Institute to ensure efficiency and good order of the Institute.
- The Principal should plan the budgetary provisions and go through the financial audited statements of the Institute.



- The Principal has authority to take all the necessary disciplinary action as and when required to maintain discipline in the Institute.
- The Principal should form various college level committees which are necessary for the development of the Institute.
- The Principal should encourage Faculty Members to update their knowledge by attending seminars/workshops/conference.
- The Principal should encourage Faculty Members to publish text books, research papers in reputed International / Indian Journals / Conferences.
- The Principal should provide leadership, direction and co-ordination within the Institute.
- The Principal should periodically review this Code of Conduct.
 - As it deems necessary to ensure that this Code of Conduct conforms to applicable Laws
 - meets or exceeds Institute standards and any weaknesses
 - any of our other policies revealed through monitoring, auditing, and reporting systems are eliminated or corrected.
- The Principal is responsible for the development of academic programmes of the Institute.
- The Principal should convene meetings of any of the authorities, bodies or committees, as and when considers it necessary to do so.
- The Principal should ensure that directions issued by the management are strictly complied with or, as the case may be, implemented.
- The Principal should ensure that quality in education and academic services is maintained by the Institute.
- The Principal should ensure that the long-term and short-term development plans of the Institute in their academic programmes are duly processed and implemented through relevant authorities, bodies, committees and its members.
- The Principal should forward confidential report of all staff members of the Institute and submit to the Management.
- The Principal shall responsible for submission of an annual report on the progress achieved in different developmental and collaborative programmes to the various committees and Management.

CHAPTER VI

CODE OF CONDUCT FOR COLLEGE DEVELOPMENT COMMITTEE

There shall be a separate College Development Committee consisting of the following members, namely :-

Chairperson of the management or his nominee ex-officio Chairperson



- Secretary of the management or his nominee
 - One head of department, to be nominated by the principal
 - Three teachers in the college, elected by the full-time amongst themselves out of whom at least one shall be woman
 - One non-teaching employee, elected by regular non-teaching staff from amongst themselves
 - Four local members, nominated by the management in consultation with the Principal, from the fields of education, industry, research and social service of whom at least one shall be alumnus
 - Co-ordinator, Internal Quality Assurance Committee of the college
 - President and Secretary of the College Students' Council
 - Principal of the college - Member - Secretary.
- For a college or institution managed and maintained by the State Government.
 - The College Development Committee shall meet at least four times in a year.
 - Elected and Nominated members shall have a term of five years from the date of election or nomination. If any vacancy occurs in the office of such member, the vacancy shall be filled within three months by the Principal and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.
 - The College Development Committee shall,-
 - prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities
 - decide about the overall teaching programmes or annual calendar of the college
 - recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts
 - take review of the self-financing courses in the college, if any, and make recommendations for their improvement
 - make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college
 - make specific recommendations to the management to foster academic collaborations to strengthen teaching and research
 - make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process
 - make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college
 - prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval
 - formulate proposals of new expenditure not provided for in the annual financial estimates (budget)
 - make recommendations regarding the students' and employees' welfare activities in the college or institution



- discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations
- frame suitable admissions procedure for different programmes by following the statutory norms
- plan major annual events in the college, such as annual day, sports events, cultural events, etc.
- recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution
- consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc
- recommend the distribution of different prizes, medals and awards to the students.
- prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university.
- perform such other duties and exercise such other powers as may be entrusted by the management and the university.

CHAPTER VIII



PROFESSIONAL ETHICS

- Act with the highest standards of honesty and ethical conduct while working on the college premises and at offsite locations such as workshop, seminar and social events, or at any other place where the staffs are representing the Institute.
- Avoid any activities that would involve us in any practice that is not in compliance with the Code of Conduct of the Institute.
- Staff must respect the person, privacy of students and other staff members of the Institute.
- Staff should treat students, parents and colleagues with courtesy and sensitivity to their rights, duties and aspirations.
- Staff should respect the dignity, rights and opinions of colleagues and students.
- Staff should respect cultural, ethnic and religious differences of colleagues and students.