



**POLICY ON CODE OF CONDUCT**

**DAV UNIVERSITY JALANDHAR**

## 1. Introduction

DAV University is committed to fostering an environment that promotes professionalism, inclusivity, academic excellence, and ethical behavior among all members of the university community. This policy establishes clear expectations for conduct among administrators, teachers, non-teaching staff, and students, ensuring that everyone contributes to a positive, respectful, and thriving university environment.

The **Code of Conduct** serves as a framework for behavior and ethical standards within the university, promoting harmony and upholding the values of fairness, transparency, and respect for diversity.

## 2. Scope

This policy applies to all stakeholders of DAV University, including administrators, faculty members, non-teaching staff, and students. The document outlines the collective and individual responsibilities, promoting an atmosphere conducive to learning, working, and personal development. It is essential for every member to understand and adhere to these guidelines, as they form the foundation for a productive and respectful community.

## 3. General Responsibilities

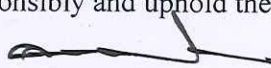
All university members must:

- **Uphold the core values** of DAV University, including commitment to discipline, ethical integrity, academic excellence, and respect for diversity.
- **Engage in ethical behavior** in all academic, professional, and social interactions, maintaining a culture of trust and respect.
- **Contribute to a positive and inclusive university environment**, free from discrimination, harassment, or unethical practices.
- **Adhere to institutional policies and regulations**, as well as state and national laws applicable to their roles.
- **Promote accountability and transparency**, taking responsibility for their actions and decisions within the university.

## 4. University Code of Conduct

DAV University has a **specified Code of Conduct** tailored to the distinct roles within the university, including administrators, faculty, non-teaching staff, and students. The Code of Conduct is based on principles of ethical conduct, professional responsibility, respect for others, and commitment to the university's mission. It ensures that every member contributes positively to the institution's goals and maintains the highest standards of integrity.

This Code of Conduct:

- Encourages **mutual respect**, dignity, and fairness in interactions across all levels of the university.
  - Sets expectations for **professionalism**, ensuring administrators, teachers, non-teaching staff, and students behave responsibly and uphold the university's reputation.
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- Supports the creation of a **safe and inclusive environment**, free from harassment, bullying, or discrimination.
- Emphasizes **academic integrity**, with particular attention to honesty in research, teaching, learning, and the avoidance of academic misconduct.
- Guides **responsible use of university resources**, ensuring that they are utilized efficiently and for their intended purposes.

## 5. Monitoring and Enforcement

To ensure strict compliance with the Code of Conduct, DAV University has constituted a **Committee to Monitor the Adherence to University Code of Conduct**. This committee plays a critical role in maintaining ethical standards and addressing issues of non-compliance. The committee's responsibilities include:

- **Monitoring compliance** with the university's Code of Conduct across all members, including administrators, faculty, non-teaching staff, and students.
- **Investigating alleged violations** of the Code of Conduct and ensuring a fair and transparent process for all parties involved.
- **Recommending corrective actions** or disciplinary measures, which may range from verbal warnings to suspension, termination, or expulsion, depending on the severity of the breach.
- **Providing guidance** to the university community on matters related to ethical conduct, professional behavior, and conflict resolution.
- **Ensuring transparency** in the enforcement process and adhering to institutional guidelines and legal frameworks in addressing misconduct.

### 5.1. Disciplinary Measures

The Committee to Monitor the Adherence to University Code of Conduct is authorized to take appropriate action based on the nature and severity of violations. Disciplinary measures may include, but are not limited to:

- **Warnings** (verbal or written)
- **Probation** or **suspension** from university activities (for students or staff)
- **Termination of employment** (for faculty and staff members)
- **Expulsion** (for students in extreme cases)
- **Fines** or other sanctions based on specific cases of non-compliance

All actions will follow a thorough investigation, maintaining fairness and the right to appeal where applicable.

## 6. Committee Structure and Responsibilities

The **Committee to Monitor the Adherence to University Code of Conduct** is comprised of senior university administrators, faculty members, and legal advisors to ensure balanced and fair decisions. It reports directly to the university's higher administration and regularly reviews the Code of Conduct to ensure it remains relevant and effective in promoting the values of the institution.

Committee Responsibilities include:



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- **Periodic review** of the Code of Conduct to ensure it aligns with evolving standards of behavior and ethics.
- **Organizing training and awareness programs** for administrators, faculty, non-teaching staff, and students regarding their roles and responsibilities under the Code.
- **Providing advisory services** to any member of the university seeking clarification or guidance on ethical dilemmas or behavioral issues.

### **7. Reporting and Grievance Redressal**

Members of the university community are encouraged to report any violations of the Code of Conduct to the **Committee to Monitor the Adherence to University Code of Conduct** through established reporting channels. Confidentiality will be maintained to protect the identity of those reporting misconduct, and all reports will be taken seriously and investigated thoroughly.

In case of grievances related to unfair treatment or violations of the Code, the university provides an official grievance redressal mechanism. Any individual, whether a student, staff member, or administrator, may file a formal complaint, which will be handled in a transparent and unbiased manner.

### **8. Review and Amendments**

This policy is subject to periodic review to ensure its relevance and effectiveness in promoting ethical conduct and professionalism across the university. Amendments to this policy may be proposed by any member of the university community and will be reviewed by the **Committee to Monitor the Adherence to University Code of Conduct**. Final approval will be given by the university administration.

### **9. Conclusion**

This Code of Conduct Policy is essential to maintaining the integrity, ethical standards, and professional excellence that DAV University stands for. The combined efforts of administrators, faculty, non-teaching staff, and students in adhering to this policy will contribute to a productive, inclusive, and respectful environment, fostering the university's mission of academic excellence and social responsibility.

  
(Registrar)

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