

CODE OF CONDUCT FOR STAFF

INTRODUCTION-

Samajbhushan Ganpatrao Kalbhor Arts, Commerce & Science College, Loni Kalbhor was established in June 1984 by Swami Vivekanand Shikshan Sanstha Kolhapur founded by Lt. Dr. Bapuji Salunkhe, a man who devoted all his life and mind to the education of the masses. His dream to establish a multi-faculty college in Loni Kalbhor came into reality after its establishment.

Late Dr. Bapuji Salunkhe had understood the role of teacher, members of administration and even of students in fulfilling the noble mission of the parent institute. He made the code of conduct for the teachers, administrators and students and integrated it with the ideology of the parent institute. Since, the college is constituent part of the parent institute; it follows this code of conduct, and, has extended the gamut of its application by accepting the global values.

संस्थेच्या कार्यकर्त्यांनी पाळावयाची मार्गदर्शक तत्वे

- 1) ध्येय – 'ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार'
- 2) सत्य, चारित्र्य, प्रामाणिकपणा, पिळवणूक प्रवृत्तीस आळा, सेवा आणि त्याग या तत्वांच्या आचरणाने वरील ध्येय गाठण्याचा प्रयत्न करणे.
- 3) संस्थेच्या अमान्य धोरणाबद्दल आपण जाहीर चर्चा करणे योग्य नाही. त्याबद्दल संस्थेत दाद मागून घेणे योग्य होईल.
- 4) स्वतः महाविद्यालयात वेळेवर येणे.
- 5) प्रार्थनेला नियमित वेळेत हजर राहणे.
- 6) गैरहजर राहावयाचे असल्यास वरिष्ठांची पूर्व परवानगी घेणे.
- 7) सार्वजनिक पैसा काळजीपूर्वक वापरणे.
- 8) रोजच्या रोज डायरी किंवा किर्द पूर्ण लिहिणे.
- 9) रोजची शिल्लक पाहून सही करणे, शिल्लक स्वतंत्र ठेवणे.
- 10) दैनंदिनी लिहित जाणे.
- 11) संस्थेकडे एखाद्याचे येणे किती व देणे किती? हिशोब अद्ययावत ठेवणे व ते लवकरात लवकर पूर्ण करणे.
- 12) संस्थेचे देणे असल्यास आपण सार्वजनिक पैशाचा दुरुपयोग करतो याबद्दल कबुलीजबाब आहे असे मानून ताबडतोब परत करणे.

- 13) वसूल केलेली फी महाविद्यालयाकडे ज्यावेळची त्यावेळेला जमा करणे.
- 14) संस्थेतील वस्तूंचा वापर व्यक्तीने खाजगी रीतीने करणे योग्य नाही.
- 15) आपले किती तास चुकले? जादा किती तास घेतले? चिंतन करणे, नोंदी ठेवणे.
- 16) आपल्या हातून काटकसर कोणती झाली? चिंतन करणे, नोंदी ठेवणे.
- 17) आपल्या सहकाऱ्यांशी चर्चा करून निर्णय घ्यावा. एकाकीपणे निर्णय घेणे योग्य नाही.
- 18) संस्थेच्या कामात एकजिनसीपणा येण्यास काही सूचवायचे असल्यास संस्थेकडे सूचविणे.
- 19) आपल्या वरिष्ठांचे ऐकण्यात आपणास साभिमान, आनंद वाटावा.
- 20) नेहमीच्या कार्याव्यतिरिक्त आपल्या हातून सार्वजनिक सेवेचे काही कार्य होणे आवश्यक आहे.
- 21) विद्यार्थ्यांना आदर्श सवयी लावणे.
- 22) विद्यार्थ्यांच्या नजरेत येणाऱ्या आपल्या ठिकाणच्या वावग्या सवयी दूर करणे.
- 23) संस्था कार्यकर्ते, बंधू-भगिनींच्या सुख-दुःखात सामिल होणे.
- 24) विद्यार्थ्यांच्या नेहमीच्या वागण्यातील आचार आणि उच्चार याबाबतीतील दोष शोधून ते दुरुस्त करण्याचा प्रयत्न करणे.
- 25) सहकाऱ्यांकडून सहकार्य मिळविणे.
- 26) गृहपाठ नियमित दिले जावेत. लेखी काम, परीक्षा, उत्तरपत्रिका मूल्यमापन, आदर्श करणे.
- 27) ज्ञानार्जनासाठी जादा पुस्तके वाचणे हा संस्कार आहे, स्वतः आचरणात आणणे.

CODE OF CONDUCT (translation)

1. Aim: dissemination of education through knowledge, science and culture.
2. Fulfilling the above aim by accepting principles, i. e. truth, character, honesty, resistance to exploitation, service and sacrifice
3. It is not appropriate to discuss unacceptable policies of the parent institute publically. It is better to ask justice from the parent institute.
4. Insist on timely presence of yourself and other.
5. be present at the prayer in time.
6. Take prior approval of the senior for your absence.

7. Use public money carefully and insist other to do the same.
8. Complete the diary or account ledger daily.
9. Sign cashbook daily and keep the balance cash in safe.
10. Register daily important event in dairy.
11. Keep the note of all credits and debits of the institute.
12. Confess the indebttness taken from the institute as it is the misuse of public money.
13. Deposit the fees of the college as and when recovered.
14. Do not use institutional property for personal use.
15. How many lectures missed? How many extra lectures taken? Keep record, and think over.
16. How much money saved? Just think over.
17. Always take decision after discussion with your colleagues; it is inappropriate to take decision alone.
18. Give suggestions to institute if any, to bring integrity in institutional work.
19. Feel proud and happy while obeying the orders of the seniors.
20. It is expected to give emphasis on social work apart from regular duties.
21. Inculcate ideal habits among students and insist on practicing the same.
22. Give up bad habits, which are observable by students.
23. Take efforts to identify and remove flaws in regular behavior and language of the students.
24. Be a part of joy and sorrow of the colleagues working in the institute.
25. Be cooperative with other and get the same.
26. Allot home assignment regularly, assess it carefully and correct the mistakes.
27. For acquiring knowledge read more and more books and keep its record.

INSTITUTIONAL CODE OF PROFESSIONAL CONDUCT

FOR ADMINISTRATION-

1. The administrator should provide the effective academic and administrative leadership to the institution.
2. The principle of decentralization and participative management should be followed in the institutional practices.
3. The administrator should look after the effective implementation of e-governance in the different areas of administration.
4. The administrator should give proper representation considering social inclusiveness.
5. The college administrators shall fulfill their lawful duties and obligations to the government and institution with integrity and loyalty.
6. The administrator should ensure welfare of the staff and students.
7. The administrator should strictly follow the strategy of mobilization and optimal utilization of funds.
8. The college administrator should respect the rights of the colleagues and the students while performing the duties.
9. The college administrator shall take responsible action to protect students and staff from conditions harmful to health and safety.
10. The college administrators should perform his duties in non-discriminatory manner.
11. The college administrators should maintain financial transparency and delivery.
12. The college administrators should make the utmost effort to develop the institution in versatile manner.
13. The college administrators shall take responsible action to maintain educational ambience.
14. The college administrators should keep the interest of institute above the personal interest.

FOR TEACHERS-

1. A teacher should teach such a manner that respects the dignity and rights of all persons without prejudice of cast, creed, gender and religion.
2. A teacher is responsible for analyzing needs, prescribing and carrying out educational programs with updated knowledge and high quality, and evaluating progress of students.
3. A teacher may not delegate his or her responsibilities to any person who is not teacher.

4. A teacher should act with honesty and integrity of their work.
5. A teacher should avoid conflicts between professional and private interest, which could affect the professional ethics.
6. A teacher should respect the privacy of other and confidential information confessed by the colleagues and students.
7. A teacher does not engage in activities, which adversely affect the qualities of professional ethics.
8. A teacher should integrate his teaching, learning with his or her research.
9. Every teacher should take and follow the oath given by Ex-president Late Dr. A. P.J. Abdul Kalam.

FOR STUDENTS-

1. Students shall abide by the rules and regulations of the college and behave in a way that highlights the discipline of the college.
2. The students shall attend the national anthem and the classes punctually.
3. Students attendance must be minimum 80% of total working days.
4. No student shall enter or leave the classroom when session is on, without permission of teacher.
5. Student should produce leave note at the time of absence.
6. The student shall give respect to teacher and staff.
7. The student should not be involved in ragging acts.
8. The student should not get involved in eve teasing and behave disrespectfully with girl students and women in the campus.
9. Student should strictly follow dress code and carry identity cards in the campus.
10. Students should not use cell phone in the classroom.
11. Student should read notices daily displayed on board, sent by mail or social media.
12. Students should participate in co-curricular and extracurricular activities as per their interest.
13. Students should follow the rules of internal as well as University examination.
14. Student should follow rules made by Library.
15. Students should involve in green practices organized by college to maintain campus eco-friendly.

ELEVEN POINT OATH FOR TEACHERS

BY

HON. EX-PRESIDENT LATE DR. A. P. J. ABDUL KALAM

1. First and foremost, I will love teaching. Teaching will be my soul.
2. I realize that I am responsible for shaping not just students but ignited youth who are the most powerful resource under the earth, on the earth and above the earth. I will be fully committed for the great mission of teaching.
3. As a teacher, it will give me great happiness, if I can transform an average student of the class to perform exceedingly well.
4. All my actions with my students will be with kindness and affection like a mother, sister, father or brother.
5. I will organize and conduct my life, in such a way that my life itself is a message for my students.
6. I will encourage my students and children to ask questions and develop the spirit of enquiry, so that they blossom into creative enlightened citizen.
7. I will treat all the students equally and will not support any differentiation on account of religion, community or language.
8. I will continuously build the capacities in teaching so that I can impart quality education to my students.
9. I will celebrate the success of my students.
10. I realize by being a teacher, I am making an important contribution to all the national development initiatives.
11. I will constantly endeavor to fill my mind, with great thought and spread the nobility in thinking and action among my students.