

ACADEMIC REGULATIONS FOR STUDENTS

GENERAL CODE OF CONDUCT

1. Every male student shall wear pants and shirt with a kerchief for a neat look. **(T-shirts, dhotis, Jeans and caps are to be avoided).**
2. Every female student shall wear **salwar kameez** with a kerchief for a neat look **(Sarees/Half-Sarees/Other types of modern dresses are to be avoided).**
3. Students shall wear leather slippers or shoes only.
4. Every student shall wear the identity card around his/her neck while in the campus. Non-compliance of this code of conduct will entail punishment.
5. Every student shall wish the members of the staff on meeting them first in a day.
6. When a teacher enters the classroom, the students shall stand and remain standing till they are asked to sit down or till the teacher has taken his/her seat.
7. No student is allowed to enter or leave the class room without the permission of the teacher, during the class hours.
8. Students shall be regular in attending their classes.
9. Students shall maintain silence and order while moving from one classroom to another.
10. No student shall be permitted to enter the college office or the office of the Controller of Examinations without prior permission.
11. Students are expected to regularly read the circulars put up on the college Notice Board issuing specific directions to students on important academic and administrative matters from time to time. Ignorance of these directions on account of failure to read these circulars, is not acceptable as an excuse for not complying with them.
12. No meeting of any kind shall be held in the college campus without the prior written permission from the Principal.
13. No student shall take part in any political activity or agitation of any kind.
14. No notice of any kind shall be circulated among the students or pasted on the notice board or displayed anywhere within the college campus without the prior written permission of the Principal. No donation or subscription of any kind for any purpose shall be collected without the written permission of the Principal.
15. Students shall attend the college strictly adhering to the time schedule.
16. The college operates buses for the benefit of students from all the directions at concessional rates to keep up punctuality, regularity, discipline and orderliness among students. Hence the students shall make use of this facility for their welfare.
17. Students who misbehave either inside the college campus or during travel to and from the college shall categorically be dismissed from the college.

18. Footboard Travelling in Train/Bus is strictly prohibited; otherwise disciplinary action will be initiated against erring students.
19. Scribbling on the walls and scarring on the desks shall be avoided. Ering students in this regard will be dealt with seriously.
20. Possession and usage of mobile phones by students are totally banned in the campus. Ering students shall face disciplinary proceedings including dismissal from the college. Further, mobile phones confiscated from the students shall be handed over to the competent authorities concerned for further course of action.
21. With regard to all other matters of importance not specifically mentioned in the rules listed above, students should always conduct themselves in a perfectly disciplined and perfectly refined manner strictly in accordance with very high code of conduct prescribed for students.
22. The Principal's decision will be final in respect of disciplinary action for violation of any rule of the college.

Note : Under the Tamil Nadu Educational Rules, the Principal has full powers to inflict the following punishments namely imposing fines, withholding attendance or term certificates, suspension for a specified period and expulsion from the college.

TUTORIAL SYSTEM

1. A batch of students with a strength of 25-30 will be assigned to each member of the staff who will function as their Tutor.
2. The tutor will meet his wards once in a week in the College premises. He may instruct the parents of some of the wards to meet him as and when situation warrants.
3. The tutor will keep a careful and regular watch on the attendance, progress in the class work and other activities of his wards and act as a friend and as a guide to them. He will try to rectify the short-comings of the wards, if any, at the very outset. Cases of serious irregularity shall be brought to the notice of the Principal immediately.
4. All leave applications from the students will be forwarded by the Tutors concerned to the Principal through the Co-ordinators with suitable recommendations.
5. Tutors will keep a record of the residential addresses of their wards and also other relevant details about them which includes their contact Telephone numbers.
6. Tutors will periodically enter in the Tutorial Cards the results of their respective wards and make suitable feedbacks. After obtaining the signature of the Principal, the cards will be posted to the parents or guardians to keep them informed of the progress of the wards.
7. All kinds of appeals from students for the redressal of their grievances shall be routed only through the tutor and the Co-ordinator concerned. Direct appeal to the competent authority will not be entertained unless and otherwise warranted for some valid reasons.

ATTENDANCE AND LEAVE

1. No student shall absent himself/herself from classes without submitting proper leave applications to the Principal for leave through the Tutor and the concerned Co-ordinator.

2. All applications for leave must be made before the period of absence. However, under inevitable circumstances it may be submitted on the day of attending the college after availing leave.
3. Students who absent themselves for more than three consecutive working days without applying for leave shall meet the tutor concerned along with their parents for ratification of leave availed by them.
4. However students who are absent without applying for leave for a period of more than ten consecutive working days are liable to have their names struck off from the rolls and they may be enrolled again only on payment of re-admission fees and such other penalty as may be imposed on them.
5. Students who have availed leave without submitting leave letters even after repeated warnings given by the tutor will be suspended from the college.

UGC Regulations - Code of Conduct

For Teachers in Colleges in Higher Education

INTRODUCTION

A. Veeriyar Vandayar Memorial Sri Pushpam College (Autonomous), Poondi, Thanjavur is striving for academic excellence, and progress of Arts, Commerce and Sciences., research and extension have been conducted in conformity with our national needs and priorities and ensure that our mission, objectives, talents make befitting contributions to international endeavour on societal needs.

TEACHERS AND THEIR RIGHTS

Teachers should enjoy full civic rights of our democratic country. Teachers have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

THE CODE OF CONDUCT

1. **TEACHERS AND THEIR RESPONSIBILITIES:** Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable indisposition.

Teachers Should:

- i. Adhere to a responsible pattern of conduct and demeanour expected of them by the community.
- ii. Manage their private affairs in a manner consistent with the dignity of the profession.
- iii. Seek to make professional growth continuous through study and research.

- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge.
- v. Maintain active membership of professional organisations and strive to improve education and profession through them.
- vi. Perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.
- vii. Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the college such as: assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of university and college examinations, including supervision, invigilation and evaluation and
- viii. Participate in extension, co-curricular and extra-curricular activities including community service.

2 TEACHERS AND THE STUDENTS

Teachers should

- i. Respect the right and dignity of the student in expressing his/her opinion.
- ii. Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics.
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare
- v. Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace
- vi. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason
- vii. Pay attention to only the attainment of the student in the assessment of merit
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward.
- ix. Help students to develop an understanding of our national heritage and national goals and
- x. Refrain from inciting students against other students, colleagues or administration.

3 TEACHERS AND COLLEAGUES

Teachers should

- i. Treat other members of the profession in the same manner as they themselves wish to be treated
- ii. Speak respectfully of other teachers and render assistance for professional betterment
- iii. Refrain from lodging unsubstantiated allegations against colleagues to higher authorities
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

4. TEACHERS AND AUTHORITIES

Teachers should

- i. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule detrimental to the professional interest.
- ii. Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand
- iv. Co-operate through their organisations in the formulation of policies of the other institutions and accept offices
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession.
- vi. Should adhere to the conditions of contract
- vii. Give and expect due notice before a change of position is made and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

5. TEACHERS AND NON-TEACHING STAFF

- i. Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within the institution
- ii. Teachers should help in the function of joint staff-councils covering both teachers and non-teaching staff.

6. TEACHERS AND GUARDIANS

Teachers should

- i) Try to see through teachers' bodies and organisations that institutions maintain contact with the guardians of their students, send reports of their performance to the guardians. Whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

7. TEACHERS AND SOCIETY

Teachers should

- i. Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole

- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices
- v. Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

MISCONDUCT on the part of an Autonomous college teacher

- i. Wilful failure to perform the academic duties assigned to him/her in accordance with the Act, Statutes and Ordinances.
- ii. Victimization of and discrimination against students, colleagues and other staff.
- iii. Inciting of students against other students, colleagues, the university administration and its employees. A teacher, however, shall have the right to express his/her opinion and ventilate differences on matters of principled in meetings, seminars or formal assemblies of students.
- iv. Raising question of caste, creed, religion, race or sex in his/her relationships with students, colleagues and other staff, with a view to furthering one's prospects.
- v. Refusal to carry out the decisions of competent authorities/bodies and officers of the University in due exercise of their functions, made in accordance with the Act, statutes and Ordinances. A teacher shall, however, have the right to express his/her difference with the policies and decisions of the authorities and officers of the College.

Code of Conduct for Principal

1. The Principal is the academic and administrative head of the institute and works for the growth of the institute. He/She will implement the policies approved by the highest decision making body of the college. He/She shall achieve coordination among various statutory committees and non-statutory bodies including Academic Council.
2. He/She is the ex-officio member of Board of Governors, Chairman of Academic Council, Chairman of the finance committee and also Chief Controller of Examinations. He/She monitors admissions, examinations, evaluation for smooth functioning of the system.
3. He/She is authorized to nominate Coordinators, Convenors and other administration functionaries in the administration, with the approval of the Academic Council.
4. To conduct the meetings of the Governing Body as per stipulated guidelines.
5. To hold Academic meetings as per the norms.
6. To coordinate and motivate the faculty, administrative authorities and the supporting staff, so as to play their respective roles more effectively.
7. Shall work for the common goal of providing effective technical education and guiding to enable the students to carve out promising career and lifelong learning.
8. He/She is the spokesperson of the institution and shall take part in regional, national and international conventions in serving the cause of development of education in particular.
9. In the matters related to decision implementation, Principal will be assisted by the Governing Body and Academic Council of the college.
10. In matters of admissions, Coordinator admissions will assist the principal.
11. In matters related to academic work, he/she will be assisted by the Board of studies and heads of the departments.
12. An integrated timetable of the entire institution shall be prepared and submitted to the principal. In this endeavor, convenor of timetables, along with the various heads of the

- departments extend support to the principal.
13. Shall closely monitor the class work as per the timetables and the almanac with assistance of faculty in-charges.
 14. Shall closely observe various academic activities like conduct of technical fests, conferences, seminars, workshops etc.
 15. Shall hold meetings of the heads of departments to review the progress of the academic work and suggest effective measures to achieve desired academic outcome.
 16. If necessary shall instruct the heads of the departments to conduct remedial classes academically to support the slow learners.
 17. In matters related to internal examinations, semester end examinations(both theory and practical), result analysis, detained candidates, Principal will be assisted by Controller of examinations and additional controllers of the college.
 18. Principal shall also ensure quality assurance and he/she should be assisted by coordinator IQAC.
 19. Shall monitor, evaluate research, development and consultancy activities.He/She should advise faculty to get sponsored research projects from various funding agencies.
 20. The principal should promote industry-institute interaction for better employability of the students.
 21. Shall promote internal revenue generation activities with the help of staff and students.
 22. Arrange finishing school for the students with the active association of Convenor Placement and Counseling cell.
 23. Shall make efforts to look after the overall welfare of the staff and students.
 24. Principal shall forward monthly salary bills of all staff members of the college to the finance department for necessary action.
 25. The Principal shall countersign all kinds of scholarship bills in respect of the students of the college.
 26. Shall have powers to sanction the purchase of stationary, library books, periodicals, consumables for laboratories, workshops etc subject to the limit of powers delegated in respective areas and subject to the prescribed procedures, budget provisions under the respective heads of the budget.
 27. Shall countersign T.A bills.
 28. Shall have powers to sanction advances and final withdrawal of GPF of the staff.

Code of Conduct for the Governing Body

The code of conduct for the Governing Body of the college is:

1. The Governing Body approves and acquiesce in the matters proposed and passed through the Academic Council of the college after discussions and also endorse the prescribed new courses of study and syllabi, and restructure and redesign the courses to suit the local needs, to make it skill oriented and in consonance with the job requirements.
2. Prescribes the rules for admission in consonance with the reservation policy of the state govt/national policy..
3. Evolves methods of assessment of students performance, the conduct of examinations and notification of results.
4. Use modern tools of effective implementation of education technology to achieve higher standards and greater creativity.
5. Constitute Academic Council and Board of Studies.

6. It will have complete administrative autonomy and have the privilege of appointing administrative staff and teaching faculty.
7. Institute scholarships, studentships, medals, prizes and certificates.
8. Perform such other functions and institute committees, as may be necessary.

Code of Conduct for Academic Council

The Academic Council will have powers to:

1. Scrutinize and approve the proposals with or without modification of the Board of Studies with regard to courses of study, academic regulations, curricula, syllabi and modifications thereof, instructional and evaluation arrangements, methods, procedures relevant thereto etc., provided that where the Academic Council differs on any proposal, it will have the right to return the matter for reconsideration to the Board of Studies concerned or reject it, after giving reasons to do so.
2. Make regulations regarding the admission of students to different programmes of study in the college keeping in view the policy of the Government.
3. Make regulations for sports, extra-curricular activities, and proper maintenance and functioning of the playgrounds and hostels.
4. Recommend to the Governing Body proposals for institution of new programmes of study.
5. Recommend to the Governing Body for institution of scholarships, prizes and medals, and to frame regulations for the award of the same.
6. Advise the Governing Body on suggestions pertaining to academic affairs made by it.
7. Perform such other functions as may be assigned by the Governing Body.

Code of Conduct for Non-Teaching Staff

The College expects all support staff to conform to the standards of professionalism. Support staffs who demonstrate behavior that does not comply with the minimal standards of professionalism may be subject to the range of disciplinary actions by the administrative authority.

Professional Conduct of Support Staff is assessed in relation to,

- i) Job performance
- ii) Workplace conduct
- iii) Relationship with students
- iv) Relationship with faculty, colleagues, administrative staffs, and the general public

College expects that support staff will

- i) Familiarize themselves with college policies that are relevant to their responsibilities.
- ii) Adhere to those policies to the best of their ability.
- iii) Assist and encourage others to adhere to the faculties (for example, directing a student to the appropriate channels).
- iv) Draw any kind of problem to the attention of the appropriate authority.
- v) Not to use abusive or obscene language.
- vi) Not to make remarks or engage in behaviors that might reasonably be constructed as a violation of Human Rights code.
- vii) Not to be engaged in behavior or remarks that could reasonably be interpreted as threatening and will intervene if they witness such behavior.
- viii) Not to be disrespectful of others or intolerant of orders.
- ix) Not to promote their personal religious, political, social or business agendas.
- x) To refrain from using work-time to promote personnel, religious, political, social or business agendas.
- xi) All staff must apply professional and ethical standards while in their activities.
- xii) They must use computing and communication facilities and services only for the purposes for which they are authorized.
- xiii) Technologies must not be used to access, use or distribute obscene, vulgar materials which might be perceived by others as harassment or intimidation.
- xiv) They should maintain a supportive environment for working and learning.
- xv) Provide the Head of the Office with appropriate notice of requests for leave.
- xvi) Demonstrate a concern for the appropriate use and maintenance of all equipment and stationaries provided by the college for various use.
- xvii) Ensure that college services such as photocopying and postage are used only for college purposes.
- xviii) Support staff will demonstrate courtesy, respect, patience and willingness to help in all their interaction with students, teachers, guardians, administrative personalities, general public in any context.
- xix) Strive actively to avoid conflict between themselves and any student.
- xx) In the event of conflict initiated by a student, the employee will maintain an open, non-confrontational attitude and attempt to resolve the problem at hand; otherwise they should seek guidance from administrative staff.

During their term of office, the Members:

Shall carry out their functions with integrity, independence, and good faith, and shall act in the best interests of college.

Shall act responsibly and fairly with the care, diligence, loyalty, and prudence of a reasonable individual.

Shall carry out their functions in such a way as to maintain confidence in the college campus.

Shall make every reasonable effort to avoid real or perceived conflicts of interest.

Shall respect the confidentiality of information received in the performance of their duties as well as the confidentiality of the deliberations in which they participate.

2. Specific Duties of Members during Their Term of Office

Without limiting the generality of any of the foregoing, but subject to provision 2.5, the members, during their term of office:

- Shall not assist any person or any organization in its dealings with the autonomous college when such intervention may result in real or perceived preferential treatment to that person or organization by the college.
- Shall not use, for their personal benefit or advantage, or for the benefit or advantage of any family member, or any other person or organization, any information acquired in the exercise of their office that is not otherwise generally available to the public.
- Shall not use, directly or indirectly, any facilities or services of the college, nor allow them to be used, for purposes other than expressly approved by the college campus; and

3. Duties and Obligations of Members after Leaving Office

After leaving office, the Members:

Shall respect the confidentiality of information received in the performance of their duties, as well as the confidentiality of the deliberations in which they participated

For a period of two years, shall not make use of any information obtained in their capacity as a Member that is not generally available to the public, in order to derive there from a benefit or advantage for themselves or that of any family member, or any other person or organization.

For a period of two years, shall not give advice nor act in the name of or on behalf of someone else in negotiations with or in regard to contracts with the Autonomous College.

4. Management of Conflicts of Interest

Members are expected to have primary responsibility in the identification and management of their own conflicts of interest.

In order to manage one's conflict, a Member must endeavor to identify what is, or could be, a real or perceived conflict of interest. The Registrar shall serve as a resource person to all Members in helping to identify conflicts of interest.

5. Breach of code of conduct

Where an allegation of conduct in breach of this Code is reported (by a Member about her/himself or another Member) every effort will be made to resolve the matter informally in collaboration with the Registrar. If however there are reasonable grounds to believe that a Member has breached the standard of conduct as set out in this Code and no such informal resolution is possible, a Committee shall be struck constituted to inquire into such allegations, composed of three (3) members, chosen by the Nominating and Governance Committee in consultation with the Chair of the Board, the Director and the Principal. The Principal shall serve as Secretary to the Ethics Committee.

6. Sanctions

Should a Member be found to have failed to comply with the duties and obligations stipulated in the present Code, the Chair of the Board of Management shall have the power to issue a warning, to suspend the said Member for a period of time, or, in serious cases, to ask the Member to resign.

7. Dissemination of this Code and Reporting

The Principal shall provide a copy of this Code to each Member in conjunction with the distribution of the annual Declaration; and shall promote, disseminate, and implement this Code.

The Principal shall report annually to the Nominating and Governance Committee on the promotion, dissemination and implementation of the Code and on any cases necessitating the striking of an Ethics Committee.

Code of conduct for officers of the administration covering The Director, Principal, Dean, Associate Deans and HODs.

Introduction and Purpose

A. Introduction

As members of A. Veeriyar Vandayar Memorial Sri Pushpam College (Autonomous), Poondi College community, all administrative officers are responsible for sustaining highest ethical standards of this institution, and of the broader community in which they function.

The college values integrity, honesty and fairness and strives to integrate these values into its teaching, research and Extension practices.

B. Purpose

In that spirit, this Code is a shared statement of the College's commitment to uphold the ethical, professional and legal standards as basis for daily and long-term decisions and actions. All the members must be cognizant of and comply with the relevant policies, standards, laws and regulations that guide the members in dispensing their work. All members are accountable for their individual actions and as members of the college all are collectively accountable for upholding these standards of behaviour and for compliance with all applicable laws and policies.

C. Violations

Adherence to this Code also makes all members responsible for bringing suspected violations of applicable standards, policies, laws or regulations to the attention of the appropriate cognizant office.

Raising such concerns is a service to the college and does not jeopardize one's position or employment. Confirmed violations will result in appropriate disciplinary action up to and including termination from employment or other relationships with the Autonomous college campus. In some circumstances, civil and criminal charges and penalties may apply.

1. Equity and Justice

People are to be treated fairly – not discriminated against, abused or exploited. Justice is concerned with power sharing and preventing the abuse of power. In an equitable community all members can access opportunities that allow for their full participation in that community.

2. Harassment

The members of A. Veeriyar Vandayar Memorial Sri Pushpam College (Autonomous), Poondi are committed to maintain an environment where students and staff are valued, respected and able to realise their full potential. Harassment and discrimination of any form such as sexism, racism or bullying has no place in such a culture. All forms of harassment and discrimination are serious issues that undermine morale and can adversely affect the ability of staff and students to feel included within the College campus. Such behaviour is unacceptable and all complaints will be dealt with fairly and promptly.

3. Discrimination

Under Equal Opportunity legislation, discrimination occurs when a person, or a group of people, are treated less favourably than another person or group, in the same or similar circumstances, because of irrelevant attributes such as their age; race (including colour, descent, national or ethnic origin); sex; marital status, pregnancy, or family responsibilities; disability; political or religious conviction; and sexual orientation or gender history.

Indirect discrimination occurs when an apparently neutral requirement, condition or rule unfairly impacts on people with a particular attribute or characteristic (e.g. disability, gender or race) compared to people without that attribute, and the rule or requirement is not reasonable in the circumstances. For example, providing a service on the first floor of a building where the only access is by stairs could, in some circumstances, be considered indirect discrimination against a person with impaired mobility.

It is the responsibility of all officers to take steps to prevent incidents of unlawful discrimination on campus.

4. Prevention and Resolution of Campus Ragging/Bullying

The Autonomous institution acknowledges that all employees and students have the right to work and study in an environment free from bullying. The college has a duty of care to all members of its community and violence, aggression and bullying are unacceptable.

A workplace situation may be identified as bullying if an employee or employees are harmed,

intimidated, threatened, victimised, undermined, offended, degraded, or humiliated, whether alone or in front of other employees, students or visitors to the college. In order to maintain objectivity for investigation and litigation purposes, the 'reasonable person' test applies – workplace bullying is predicated on a pattern of behaviour that a reasonable person in the circumstances would view as victimising, humiliating, undermining or threatening.

5. Disability Harassment

Disability harassment is any verbal, physical or written act taken in relation to a person with a disability that is reasonably likely to humiliate, offend or distress the person, or an associate of the person with a disability, such as a relative or carer. The members shall not resort to such harassment. In case found guilty punitive actions may be taken.

6. Racial Harassment

Racial harassment is any verbal, physical or written act based on a person's colour, physical characteristics, descent, country of origin, ethnic background or nationality, and

is unwanted, unacceptable and offensive to the person, or those related to, or closely associated with, that person

7. Sexual Harassment

Sexual harassment is unwelcome, unsolicited and unreciprocated conduct with a sexual component which offends, intimidates, embarrasses or humiliates a person. It does not include mutual attraction, consensual romantic involvement or friendship. Inappropriate conduct can be in the form of words or actions, including circulating or displaying written or pictorial material that is sexually offensive or belittling in any form, including print, email, text messaging and, where specifically directed toward a person, on social networking websites. Sexual harassment involving a physically violent and/or coercive component such as physical molestation or assault, persistent following or talking, indecent exposure, and obscene communications in any media, may be considered sexual assault and possibly a criminal offence.

8. Academic Freedom

Academic freedom is recognised and protected by this Autonomous college as essential to proper conduct of teaching, research and scholarship. Freedom of intellectual thought and enquiry and open exchange of ideas and evidence are a college core value.

9. Lawful Obedience

All members of the Autonomous Institution must act lawfully, comply with all relevant legislative and industrial requirements, act within their delegations of authority, and comply with college policies.

10. Confidentiality

Staff members who have access to official college documentation and information must take care to maintain the integrity, confidentiality and privacy of such information to protect any individual concerned. Members of the college should also undertake to maintain privacy of oral communications where that has been requested.
