



- Tel. off.: 2574180 • Fax : (0253) 2317869
- E-mail : nbtlawcollege@rediffmail.com
- Website : www.nbtlawcollege.org



ISO 9001 : 2008 Certified College  
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GOKHALE EDUCATION SOCIETY'S

**N. B. THAKUR LAW COLLEGE**

Prin. T. A. Kulkarni Vidyanagar, Nashik - 422005.

Affiliated to the University of Pune (M.S.)

ID No. PU-NS/LAW/010/- (1969)

**Dr. Asmita Adwait Vaidya**

LL.M., Ph.D. (Law), M.B.A.

**PRINCIPAL**

The following Code of Conduct is applicable to the Teaching Staff:

Ref: GOVERNMENT OF MAHARASHTRA GR dated March 8, 2019  
(Higher & Technical Education Department  
Government Resolution No. Misc-2018/C.R.56/18/UNI-1  
Mantralaya Annex, Mumbai – 400 032  
Date: 08 March, 2019

### Code of Professional Ethics for Teachers:

#### I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal 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 teacher should be calm, patient and communicative by temperament and amiable in disposition.

#### Teacher should:

- Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- Manage their private affairs in a manner consistent with the dignity of the profession;
- Seek to make professional growth continuous through study and research;
- Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- Maintain active membership of professional organizations and strive to improve education and profession through them;
- Perform their duties in the form of teaching, tutorials, practical, seminars and research work, conscientiously and with dedication;
- Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- Participate in extension, co-curricular and extra-curricular activities, including the community service.





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## II. Teachers and Students

### Teachers should:

- Respect the rights and dignity of the student in expressing his/her opinion;
- Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- Pay attention to only the attainment of the student in the assessment of merit;
- Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- Aid students to develop an understanding of our national heritage and national goals; and
- Refrain from inciting students against other students, colleagues or administration.

## III. Teachers and Colleagues

### Teachers should:

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

## IV. Teachers and Authorities

### Teachers should:

- 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 organizations for change of any such Rule detrimental to the professional interest;
- Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;



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- Adhere to the terms of contract;
- Give and expect due notice before a change of position takes place; and
- 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.

### **V. Teachers and Non-Teaching Staff**

#### **Teachers should :**

- Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- Help in the functioning of joint-staff councils covering both the teachers and the nonteaching staff.

### **VI. Teachers and Guardians**

#### **Teachers should:**

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, 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.

### **VII. Teachers and Society**

#### **Teachers should:**

- Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- Work to improve education in the community and strengthen the community's moral and intellectual life ;
- 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;
- Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- 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.

### **VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector**

#### **The Vice-Chancellor/Pro-Vice-chancellor/Rector should:**

- Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;



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**PRINCIPAL**

- Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

#### **College Principal**

##### **College Principal should:**

- Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- Manage their private affairs in a manner consistent with the dignity of the profession;
- Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- Participate in extension, co-curricular and extra-curricular activities, including the community service;
- Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

#### **X. Director Physical Education and Sports (University/ College)/ Librarian (University/College)**

##### **Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:**

- Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- Manage their private affairs in a manner consistent with the dignity of the profession;
- Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- Participate in extension, co-curricular and extra-curricular activities, including the community service;
- Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.



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### CODE OF CONDUCT FOR STUDENTS:

1. Every student of the college shall abide by the rules of college discipline.
2. Every student seeking admission to this college shall give the following undertaking-  
"I hereby agree, if admitted to confirm to the rules and regulation at present in force or that may hereafter be made for the governance of the college and I undertake that so long as I am a student of the college. I will do nothing either inside or outside the college that will interfere with its orderly governance and discipline. I further declare that I shall not take part in any movement which is likely to be subversive of law and order and if found indulge in such activity. the Principal reserves the right of cancelling the admission of concerned student as a disciplinary action
3. Every student shall also make the following declaration : " I hereby submit to the disciplinary jurisdiction of the Vice – Chancellor and the officers and authorities of the University / and Director – principal and the authorities of the college and of Gokhale Education Society and shall observe and abide by the rules made by the Vice Chancellor in that behalf and also by the society and the Director and Principal of the College"
4. Students must observe complete silence and discipline in the college premises. They must not loiter in the passages and corridors after classes have begun. They are advised to sit quietly in the library and spend their spare time in such a way as not to cause any disturbance with work of others. Absolute silence must be preserved in the library as well as in the classroom and in the campus.
5. Students must be punctual in attendance and be in their seats five minutes before at the start of lectures.
6. No person shall be invited to address or to entertain the students of the college without prior written permission of the Principal.
7. Subjects of debates or events/ pieces of entertainment in the college shall be first approved by the Principal. A responsible person approved or nominated by the Principal, Shall be in chair at all college debates and social functions.
8. All departments of the college, (Gymkhana, Library, Debating club, Legal Aid Clinic, NSS etc) will work according to rules made in that behalf by the management.
9. Students must keep their terms strictly in accordance with rules of college / university and Bar Council of India.
10. Every students of the college must have an identity card. He/ she should always carry it with him/ her in and out of the college and produce it whenever called upon to do so by the relevant authorities.
11. In case of loss of identity card, a duplicate card will be issued upon submission of an undertaking regarding the loss on payment of fee of Rs. 50/- only
12. It is compulsory for all law students (LL.B and BA, LL.B) to present them in the prescribed Dress code in the college premises, otherwise students will not be entertained in the college and or permitted to attend the classes.  
Prescribed Dress Code for LL. B and BA, LL. B  
Boys: White Shirt & Black Trousers  
Girls: Black Kameez/ Kurta with White salwar and white dupatta.



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13. It is also compulsory for students to present themselves in the prescribed dress Code in the college premises otherwise students will not be allowed to enter the premises / campus.
14. Use of mobile phone in the college premises is strictly prohibited. Students who opt for mobile use will be subject to disciplinary action.
15. No outsider is allowed to enter the college premises without permission of the Principal. Trespassers are liable for prosecution.
16. Smoking, chewing of pan, gutkha, tobacco etc and spitting is strictly prohibited in the college building and college premises.



*A. A. Vaidya*  
Dr. Mrs. A. A Vaidya  
Principal