



# कुरुक्षेत्र विश्वविद्यालय कुरुक्षेत्र KURUKSHETRA UNIVERSITY KURUKSHETRA

(Established by the State Legislature Act XII of 1956)  
(A" Grade, NAAC Accredited)

## Policy on Code of Ethics

Kurukshetra University was established by a state legislature act of Haryana Government in 1956 and is located on the land of Mahabharata and Srimadbhagavadgita where quest for wisdom and purity started with the rendering of the sermon by Lord Krishna. The inscription on the University's insignia 'Yogestha Kuru Karmani' i.e. *performing actions while steadfast in the state of Yoga* shows commitment of the University towards Ethics through actions. The vision and mission statement of the University is:

### **Vision**

Be globally acknowledged as a distinguished centre of academic excellence.

### **Mission**

To prepare a class of proficient scholars and professionals with ingrained human values and commitment to expand the frontiers of knowledge for the advancement of society.

The mission statement of the University shows its commitment to integrate Ethics/human values in the curriculum. This policy document presents the code of ethics adopted by the University as per UGC regulations for its implementation. These are applicable to all the stakeholders of the University including teachers, students as well as non-teaching staff.

- Code of Professional Ethics as per Annexure-A
- Rules and Regulations for prevention of Plagiarism in order to promote professional Ethics as per Annexure-B.
- Incorporate a course on 'Research and Publication Ethics' in the Ph.D. course work of all 49 Ph.D. programmes of the University.
- To organize programmes on professional ethics for students, teachers & non-teaching staff annually.

- Organizing a signature Bhagwadgita theme based 3 days International Seminar every year as part of larger “International Gita Jayanti Mahotsav” to promote essence of ethics in the campus.
- One course on Human Values & Ethics is compulsory for all students of UG Programmes (syllabus is enclosed at Annexure-C).
- All the employees of the University will follow the work ethics as per chapter 6 of University Calendar Volume-III (Annexure-D).
- One of the Programme Outcomes (POs) in the programmes should be ‘Ethics’ i.e. Capability to identify and apply ethical issues related to one’s work, avoid unethical behaviour such as fabrication of data, committing plagiarism and unbiased truthful actions in all aspects of work.
- Establish ‘Srimadbhagvad Gita Addhyan Kendra’ to inculcate ethics and moral values among students.
- Introduce some courses on professional ethics as part of curriculum of some of the programmes. For example, course on Business Ethics in MBA programme, Media Law and Ethics in BA (Mass Communication) programme, Cyber Security in MCA programme, Ethics and values in B.Tech./M.Tech. (Electrical and Instrumentation Engineering), courses in M.A. (Sanskrit), M.A. (Philosophy), MA(Fine Arts), etc.
- In order to inculcate the concept of ethics and moral values, start the programmes like Certificate course in yoga, Diploma in yoga and applied Philosophy, PG diploma in yoga, PG diploma in Budhist studies etc.
- Women’s Studies Research Centre (WSRC) of the University will organize various programmes in the campus to address the ethics and gender issues.
- Conducts special induction programmes at University as well as department level for all fresh students which includes, among other things, special sessions by experts on the codes of conduct, ethics, and human values.
- Create disabled-friendly, barrier free environment in the campus.
- Take initiatives for providing an inclusive environment for holistic development of students.

- Sensitize the students and employees to constitutional values, rights, duties and responsibilities.
- Celebrate/organize national and international commemorative days, events and festivals.
- In order to address ethics issues towards environment create facilities for water conservation, environment audit, alternate sources of energy as well as management of degradable/non-degradable waste etc.
- Encourage student for active participate in the activities organized in the domain of ‘Social Responsibilities’.



## Code of Professional Ethics

(Approved by the Executive Council of the University)

### A. Responsibilities of the Teachers

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/her students and the society at large. Therefore, every teacher should maintain integrity and see that there is no incompatibility between his/her 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 in disposition.

#### 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, seminar and research work conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non-ethical behaviour in teaching and research;
- viii. Abide by the Act, Statue and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out 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
- x. Participate in extension, co-curricular and extra-curricular activities including community service.

## **B. 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. Recognize 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. Facilitate the overall growth of students through highlighting their ability and giving them opportunities by organizing cultural and academic programmes;
- vi. Inculcate among student's scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- vii. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- viii. Pay attention to only the attainment of the student in the assessment of merit;
- ix. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- x. Aid students to develop an understanding of our national heritage and national goals; and
- xi. Refrain from inciting students against other students, colleagues or administration.

## **C. Teachers and the 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; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour;
- v. Be encouraging and affectionate towards junior colleagues and be respectful towards senior colleagues;
- vi. Be able to display the ideal model of team work where all members work for vision and mission of the institution collectively;
- vii. Maintain a friendly or workable relation with all colleagues;
- viii. Be open-minded to accept criticism.

## **D. Teachers and the 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 organizations 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 organizations 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 service agreement;
- 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.

**E. Teachers and the Non-Teaching Staff should;**

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution.

**F. Teachers and the Guardians****Teachers should:**

- i. 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.

## **G. Teachers and the Society**

### **Teachers should:**

- i. Recognize 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 will 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.



## **Rules and Regulations for prevention of Plagiarism in order to promote professional Ethics**

**(Approved by the Academic Council of the University)**

Rules and Regulations for Promotion of Academic Integrity and Prevention of Plagiarism in Kurukshetra University.

Objectives:

- (i) To create awareness about responsible conduct of research, thesis, dissertation, promotion of academic integrity and prevention of misconduct including plagiarism in academic writing among student, faculty, researcher and staff.
  - (ii) To establish mechanism through education and training to facilitate responsible conduct of research, thesis, dissertation, promotion of academic integrity and deterrence from plagiarism.
  - (iii) To develop systems to detect plagiarism and to set up mechanisms to prevent plagiarism and punish a student, faculty, researcher or staff of University committing the act of plagiarism.
1. Every student submitting a thesis, dissertation, or any other such documents (excluding assignments, project reports, course work, term papers, answer scripts etc.) to the University shall submit an undertaking indicating that the document has been prepared by him or her and that the document is his/her original work and free of any plagiarism (Annexure-I).
  2. The documents including thesis and dissertation shall be duly checked through a plagiarism detection tool approved by the University.
  3. Each supervisor shall submit a certificate indicating that the work done by the researcher under him/her is plagiarism free (Annexure-I).
  4. The soft copies of all dissertations and thesis shall be submitted to INFLIBNET within a month after the award of degrees for hosting in the digital repository under the “Shodh Ganga e-repository”.



5. There shall be University Repository on University website to include thesis/dissertation etc.

6. The similarity checks for plagiarism shall exclude the following:

- (a) All quoted/referred work with all necessary permission, if required.
- (b) All references, bibliography, table of content, preface and acknowledgements.
- (c) All generic terms, laws, standard symbols, and standard equations.
- (d) Common knowledge or coincidental terms, up to fourteen (14) consecutive words.
- (e) Research papers published by the student from his/her thesis/dissertation.

7. Departmental Academic Integrity Panel (DAIP):

(a) All Departments/Institutes in the University shall notify a DAIP whose composition shall be as given below:

- (i) Chairman – Chairman/Director of the Department/Institute
- (ii) Member - Senior academician from outside the department, to be nominated by the Vice-Chancellor.
- (iii) Member - A person well versed with anti plagiarism tools, to be nominated by the Chairman/Director the Department/Institute.

The tenure of the members in respect of points (ii) and (iii) above shall be two years.

The quorum for the meetings shall be 2 out of 3 members (including Chairman).

- (b) The DAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff.
- (c) The DAIP shall have the power to assess the level of plagiarism and recommend penalty(ies) accordingly.
- (d) The DAIP after investigation shall submit its report with the recommendation on penalties to be imposed to the UAIP within a period of 45 days from the date of receipt of complaint / initiation of the proceedings.

8. University Academic Integrity Panel (UAIP):

(a) There will be a UAIP whose composition shall be as given below:

- (i) Chairman – Dean, Academic Affairs/Senior academician of the University.

- (ii) Member - Senior Academician other than Chairman, to be nominated by the Vice-Chancellor
- (iii) Member - One member nominated by the Vice-Chancellor from outside the University
- (iv) Member - A person well versed with anti-plagiarism tools, to be nominated by the Vice-Chancellor.

The Chairman of DAIP and UAIP shall not be the same. The tenure of the Committee members including Chairman shall be three years. The quorum for the meetings shall be 3 out of 4 members (including Chairman).

- (b) The UAIP shall consider the recommendations of DAIP.
- (c) The UAIP shall also investigate cases of plagiarism as per the provisions mentioned in these regulations.
- (d) The UAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff of University.
- (e) The UAIP shall have the power to review the recommendations of DAIP including penalties with due justification.
- (f) The UAIP shall send the report after investigation and the recommendation on penalties to be imposed to the Vice-Chancellor within a period of 45 days from the date of receipt of recommendation of DAIP/ complaint / initiation of the proceedings.
- (g) The UAIP shall provide a copy of the report to the person(s) against whom inquiry report is submitted.

## **9. Detection/Reporting/Handling of Plagiarism**

If any member of the academic community suspects with appropriate proof that a case of plagiarism has happened in any document, he or she shall report it to the DAIP. Upon receipt of such a complaint or allegation the DAIP shall investigate the matter and submit its recommendations to the UAIP of the University.

The University authorities can also take *suomotu* notice of an act of plagiarism and initiate proceedings under these regulations. Similarly, proceedings can also be initiated by the University on the basis of findings of an examiner. All such cases will be investigated by the UAIP.

## 10. Levels of Plagiarism and Penalties

Penalties in the cases of plagiarism shall be imposed on students pursuing studies at the level of Masters and Research programs and on researcher, faculty & staff of the University only after academic misconduct on the part of the individual has been established without doubt, when all avenues of appeal have been exhausted and individual in question has been provided enough opportunity to defend himself or herself in a fair or transparent manner.

University Academic Integrity Panel (UAIP) shall impose penalty considering the severity of the Plagiarism.

### 7.1: Penalties in case of plagiarism in submission of thesis and dissertations

Level of Plagiarism	Similarities	Penalties
0	Upto 10%	No Penalty
1	Above 10% to 40%	Student shall be asked to submit a revised script within astipulated time period not exceeding 6 months.
2	Above 40% to 60%	Student shall be debarred from submitting a revised script for a period of one year.
3	Above 60%	Student registration for that programme/topic shall be cancelled.
Repeated Plagiarism		Student shall be punished for the plagiarism of one level higher than the previous level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative.

Note: (i) If plagiarism or any other form of malpractice is proved on a date later than the date of award of degree or credit as the case may be then the Academic Council of Kurukshetra University on the recommendation of the Vice-Chancellor shall have the right to withdraw the candidate's degree or credit awarded to him/her.

(ii) If plagiarism is proved for a thesis/dissertation work submitted in a language not recognized by the recommended software/tool, then appropriate penalty will be recommended by UAIP (or an expert committee constituted by the Vice-Chancellor) and approved by the Vice-Chancellor.

## 7.2 Penalties in case of plagiarism in academic and research publications

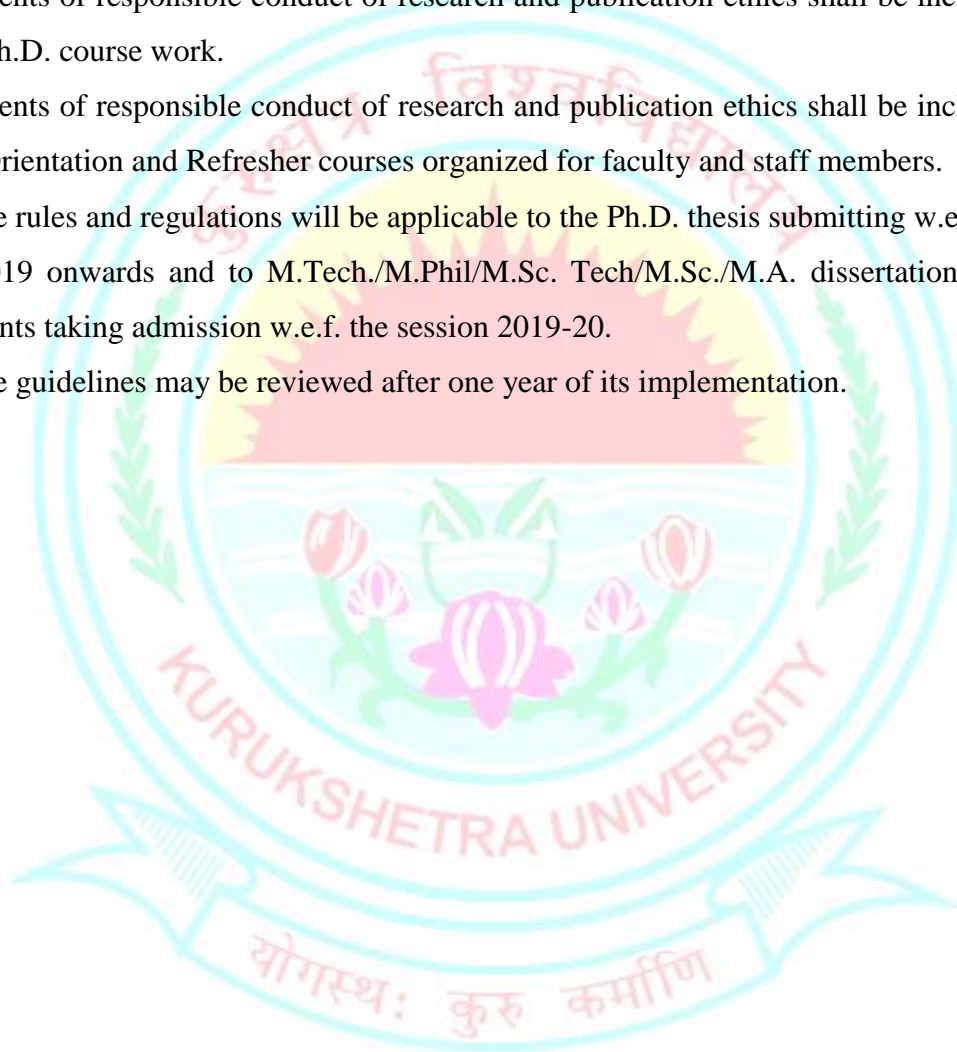
Level of Plagiarism	Similarities	Penalties
0	Upto 10%	No Penalty
1	Above 10% to 40%	Shall be asked to withdraw manuscript.
2	Above 40% to 60%	(i) Shall be asked to withdraw manuscript. (ii) Shall be denied a right to one annual increment. (iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of two years.
3	Above 60%	(f) Shall be asked to withdraw manuscript. (ii) Shall be denied a right to two successive annual increments. (iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of three years.
Repeated Plagiarism		Shall be asked to withdraw manuscript and shall be punished for the plagiarism of one level higher than the previous level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative. In case level 3 offence is repeated then the disciplinary action including suspension/termination as per service rules shall be taken by the University.

Note: (i) IF plagiarism is proved on a date later than the date of benefit or credit obtained as the case may be then his/her benefit or credit shall be withdrawn or put in abeyance for a period recommended by UAIP and approved by the Vice-Chancellor.

(ii) If plagiarism is proved for academic and research publications submitted in a language not recognized by the recommended software/tool, then appropriate penalty will be recommended by UAIP (or an expert committee constituted by the Vice-Chancellor) and approved by the Vice-Chancellor.

11. If there is any complaint of plagiarism against the Chairman/Director of Department/Institute or authorities at the University level, a suitable action, in line with these regulations, shall be recommended by the UAIP and approved by the Competent Authority.

12. If there is any complaint of plagiarism against any member of DAIP or UAIP, then such member shall excuse himself/herself from the meeting(s) where his/her case is being discussed/investigated.
13. The Librarian will conduct the workshops/training programs for all the stakeholders including students, research scholars, staff etc. of the University for using plagiarism detection tools and creating awareness about plagiarism.
14. Elements of responsible conduct of research and publication ethics shall be included in the Ph.D. course work.
15. Elements of responsible conduct of research and publication ethics shall be included in the Orientation and Refresher courses organized for faculty and staff members.
16. These rules and regulations will be applicable to the Ph.D. thesis submitting w.e.f. April 1, 2019 onwards and to M.Tech./M.Phil/M.Sc. Tech/M.Sc./M.A. dissertation for the students taking admission w.e.f. the session 2019-20.
17. These guidelines may be reviewed after one year of its implementation.



Format for certificate for the thesis/dissertation submitted in a language recognized by the  
Plagiarism detection tool

Supervisor's Certificate

It is certified that the thesis/dissertation entitled \_\_\_\_\_ (title of the thesis/dissertation) submitted by \_\_\_\_\_ in the department/institute of \_\_\_\_\_, Kurukshetra University Kurukshetra for the partial fulfillment/fulfillment of award of \_\_\_\_\_ degree is an authentic work done under my/our supervision and is plagiarism free as per rules and regulations of Kurukshetra University.

This work done in the thesis/dissertation has not been submitted for the award of any other degree to the best of my/our knowledge and belief.

Supervisor(s) signature

Student's Undertaking

I \_\_\_\_\_ hereby declare that the work present in the thesis/dissertation entitled \_\_\_\_\_ (title of the thesis/dissertation) in the partial fulfillment/fulfillment of the requirements for the award of \_\_\_\_\_ degree, submitted in the department/institute of \_\_\_\_\_, Kurukshetra University Kurukshetra is an authentic record of my own work done under the supervision of \_\_\_\_\_ and is plagiarism free as per rules and regulations of Kurukshetra University.

This work done in the thesis/dissertation has not been submitted for the award of any other degree to the best of my knowledge and belief.

(Signature of the Student)

Format for certificate for the thesis/dissertation submitted in a language not recognized by  
the Plagiarism detection tool

Supervisor's Certificate

It is certified that the thesis/dissertation entitled \_\_\_\_\_ (title of the thesis/dissertation) submitted by \_\_\_\_\_ in the department/institute of \_\_\_\_\_, Kurukshetra University Kurukshetra for the partial fulfillment/fulfillment of award of \_\_\_\_\_ degree is an authentic work done under my/our supervision and is plagiarism free to the best of my/our knowledge and belief.

This work done in the thesis/dissertation has not been submitted for the award of any other degree to the best of my/our knowledge and belief.

Supervisor(s) signature

Student's Undertaking

I \_\_\_\_\_ hereby declare that the work present in the thesis/dissertation entitled \_\_\_\_\_ (title of the thesis/dissertation) in the partial fulfillment/fulfillment of the requirements for the award of \_\_\_\_\_ degree, submitted in the department/institute of \_\_\_\_\_, Kurukshetra University Kurukshetra is an authentic record of my own work done under the supervision of \_\_\_\_\_ and is plagiarism free to the best of my knowledge and belief.

This work done in the thesis/dissertation has not been submitted for the award of any other degree to the best of my knowledge and belief.

(Signature of the Student)

### Contents of the Course-Human Values & Ethics

Instructions for Paper- Setter The paper-setter is requested to set Nine questions in all i.e., One Compulsory Objective Type Question (7x1) without any choice, equitably distributed over the whole syllabi and Two Questions from Each Unit equitably spread over the concerned unit. The examinees will have to attempt Five questions in all, selecting one question from each unit. All questions carry equal marks.

UNIT	Topics	Contact Hours
I	<p><b>Course Introduction - Need, Content and Process for Value Education</b></p> <ul style="list-style-type: none"> <li>• Understanding the need, content and process for Value Education. (Students should be aware of the difference among skills, values and ethics and their respective needs in life.)</li> <li>• Classification of Value Education: understanding Personal Values, Social Values,</li> <li>• Moral Values &amp; Spiritual Values; Understanding the difference between ideology and values.</li> <li>• Understanding Harmony with self, Society and Nature.</li> <li>• Practical: Debate and discussion on the need and nature of value education;</li> <li>• Students should be encouraged to find and analyze suitable case studies to</li> <li>• • Understand various types of values.</li> </ul>	8
II	<p><b>Human Values and Ethics</b></p> <ul style="list-style-type: none"> <li>• Meaning and nature of human values; Significance of human values in life;</li> <li>• Relation between values and ethics.</li> <li>• Relevance of Human values: Integrity Empathy, Loksangrah, Brahmvihara.</li> <li>• Theory of Naya (Jainism), Deontology, Virtue Ethics, Utilitarianism</li> </ul>	8



	<ul style="list-style-type: none"> <li>• <b>Practical:</b> Students should be divided in small groups and should be motivated to reflect upon their values. Teacher should make an environment to make them realize that everyone has a set of values arisen from their family, social, cultural, religious, and political contexts, some of which correspond to more “human” and “universal” frameworks. This exercise is to encourage students to articulate their values and put them into conversation with values from other contexts.</li> </ul>	
III	<p><b>Professional Ethics and Global Citizenship</b></p> <ul style="list-style-type: none"> <li>• Nature, characteristics and scope of professional ethics; Types of Professional Ethics</li> <li>• Professional Values: Trusteeship, Inclusiveness, Commitment, Sustainability, Accountability, Transparency, Impartiality.</li> <li>• Values for Global Citizenship: Equality, Justice, and Human Dignity.</li> <li>• Nature and need of competency based education; Types of Competencies, Core</li> <li>• Competencies: communication, teamwork, planing and achieving goals, Functional</li> <li>• Competencies: analytical thinking, knowledge sharing and learning, decision making, partnership building.</li> </ul>	7



**Chapter-6**  
**K.U.Calendar volume-III, 2007**  
**(amended upto 31.03.2017)**

**Conduct :**

26. (1) Every employee shall at all times maintain absolute integrity and devotion to duty.

(2) Every employee shall abide by and comply with the laws of the University and all orders and directions of his superior authorities.

(3) Every employee shall extend the utmost courtesy and attention to all persons with whom he has to deal in the course of his duties.

(4) Every employee shall endeavour to promote the interests of the University and shall not act in any manner prejudicial thereto.

(5) No employee shall seek election to Parliament, State Legislature or a Local Body, etc. except with the prior permission of the Executive Council on the recommendation of the Vice-Chancellor.

If elected to Legislature or Parliament he/she shall proceed on extra ordinary leave without pay for the term of his office. In case, if after being elected to Legislature or Parliament he/she does not formally apply for grant of such leave he/she shall be deemed to be on Extra Ordinary Leave without pay from the date he/she is administered the oath of his/her office.

In case of his/her being elected in the election of Local Bodies like Municipal Corporation, Municipal Council, Zila Parishad, Block Samiti, Gram Panchayat & Co-operative Bodies etc. leave of the kind due be granted to him/her to attend the meeting/work relating to above said bodies..

(6) No employee shall participate in any demonstration or resolve to any form of strike in connection with their official duties and conduct.

(7) No employee shall join or continue to be a member of any Service Association of the University, which has not been constituted in accordance with the constitution approved for it by the University.

Provide that if the constitution of any Association is approved subsequently appropriate to his class then such an employee who was not a member of the Association appropriate to his class shall not continue to be a member of the earlier Association.

(8) No employee shall, except in accordance with any general or special order of the University, or in the performance in good faith of the duties assigned to him, communicate

directly or indirectly to any other person to whom he is not authorised to communicate such documents or information.

(9) No employee shall, except with previous sanction of the University, engage directly or indirectly in any trade or business or undertake any other employment.

There shall, however, be no objection to his undertaking honorary work of social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer. He shall inform the University about his having taken up such work.

(10) An employee shall so manage his private affairs as to avoid habitual indebtedness or insolvency. An employee who becomes the subject of a legal proceeding for insolvency shall forthwith report the full facts of his case to the University.

(11) No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the University.

(12) No employee of the University shall act as Reporter/Correspondent/Editor/Stringer/Journalist of newspapers/magazines/periodicals other than literary, scientific or academic journals/or participate in the management of such newspapers/ magazines /periodicals/other media with or without payment except with the previous sanction of the Vice-Chancellor.

(a) Provided that this rule shall not apply if a contribution which is of literary, artistic, scientific or general academic character and does not form a part of the role of the employee specified herein.

(b) Provided further that the Vice-Chancellor may withdraw at any time sanction so granted without assigning any reason.

(13) No University employee has a right to make wild allegations amounting to defamation, baseless criticism and uncalled for observations regarding functioning of the University or its authorities. No employee shall involve in any act of sexual harassment against women.

(14) University employees may write for redressal of their grievances connected with the service conditions to the concerned competent authority/body.

(15) If the grievances of the University employees are not met with according to the above procedure within the reasonable time then they may make representations to the higher authorities of the University provided it is routed through proper channel.