

CODE OF CONDUCT

CODE OF CONDUCT FOR TEACHERS

- The Teacher shall perform his/her duties efficiently as per the institutional norms
- Every teacher shall update his/her skills and knowledge professionally.
- The teacher shall maintain the decorum while dealing with the students, teaching and non teaching staff every time.
- The teacher should strive for excellence in academic and research and evolve as a role model for the students.
- The teacher shall always encourage the students to participate students in curricular and co curricular activities.
- The teacher shall organize various technical events for the benefit of **student's** community and also for the benefit of the society.
- The teacher shall not discriminate any student based on the caste, creed, language, and place of origin, social and cultural background.
- The teacher shall not be absent from the duties assigned at any time without prior permission.
- The teacher shall not engage in any unlawful activities. The teacher shall not violate the norms of decency or morality in the behavior, inside and outside the campus.
- The teachers are expected to be impartial in the assessment/ evaluation of students' Performance.
- The teacher shall not accept any assignments given by an external agency without the permission of the management.
- The teacher shall not associate in any organizational activities which are against the ethics of teaching profession.
- It is the collective responsibility of the entire teaching faculty to work together in order to achieve the institutional core values and targets set by the leaders from time to time.

CODE OF CONDUCT FOR NON TEACHING STAFF

- All the supporting staff shall perform his/her duties efficiently, as per the Institutional norms.
- It is the collective responsibility of all the members of the supporting staff to work together in order to achieve the institutional core values and targets set by the leaders from time to time.
- The supporting staff shall ensure a cordial relationship with the teaching faculty, students and other administrative staff for the smooth running of the Institution.
- The supporting staff shall extend a full support to the department for the development of the labs and also in the maintenance of instruments /equipments.
- The supporting staff shall not discriminate any student based on the caste, creed, language, and place of origin, social and cultural background.
- The supporting staff shall extend their full fledged support for their colleagues and other faculty of the institution in all the activities related to the academic and administrative matters.
- The supporting staff shall strive hard to improve their technical and non technical skills related to their job.
- The supporting staff shall take efforts to pursue higher education.
- The supporting staff shall discharge all the professional activities through proper channel.
- The supporting staff should not be absent from the duties without the prior permission of the authorities.
- The staff shall not involve either directly or indirectly in any form of business/external assignments during their service.
- The staff shall not involve in any unethical activities that cause hindrance to the harmony of the Institution.
- The staff shall not cause any damage to the properties of the Institution and shall maintain the morality of the individual both inside and outside the campus.

CODE OF CONDUCT FOR ADMINISTRATORS

The Administrators are expected to

- Ensure that all the students, academic employees and supporting staff are dealt with courtesy and respect and uphold the values of the organization.
- Be fully conserving with the Policies, rules and regulations of the Institution and shall be prepared to implement them.
- Ensure that the duties assigned to the team members are appropriate to the qualification, experience and skills of the employee.
- Ensure that the goals of the Institution are well disseminated across the stakeholders and the activities planned in the institution are towards achieving the targets.
- Support the team members with the training needed, to upgrade the skills and also to successfully discharge the responsibilities assigned.
- Ensure a cordial relationship with the administrative and other non administrative staff for the smooth conduct of the Institution.
- It becomes the responsibility of the divisional head to provide the necessary infrastructure and a conducive & fair ambience to all the team members impartially in order to achieve the desired goals.
- Be very precise and clear in communicating all the information to the concerned teaching and non teaching members.
- Ensure all the expenditures are within the budget approved by the Institute and also ensure that a fair practice is followed in budget allocation.
- Exercise caution to avoid favourism and shall not involve or encourage in any kind of activities that cause any disrupt between the team members.
- Demonstrate professionalism in resolving any conflict by respecting all parties involved and ensuring that the complaints are well received, studied and all the solutions are well documented.
- Ensure that they shall not misuse their authoritative powers which shall affect the reputation of the Institution.
- Ensure that the information submitted to the external agencies and other stakeholders about the institution is unambiguous and correct.

CODE OF CONDUCT FOR STUDENTS

- The students shall nurture and ensure a dynamic academic, cultural and social atmosphere which are in accordance with the core values of the institution
- The students shall treat all other students, faculty members, staff, visitors and any other members of the public with respect, dignity, impartiality, courtesy and sensitivity.
- The Student shall be conversant with the rules and regulations of the Institution
- All students shall practice a decent and formal dress code as instructed by the Institution.
- All students shall maintain discipline in the class and maintain the decorum while dealing with the fellow students, teaching, non teaching staff.
- All students must display their identity cards when available within thin the campus and also whenever asked for by any security personnel of the Institute.
- The students shall act ethically and honestly in the preparation, conduct, submission and publication of academic work, and during all forms of assessment, including formal examinations, informal tests and lab exams.
- The students shall strive hard to discharge the duties and targets assigned to them.
- The students shall not become involved in any form of ragging within or outside the Campus.
- The students shall not possess/consume any narcotics or alcohol within the campus.
- Smoking in the campus is strictly prohibited
- The students shall not indulge in any act of indiscipline as defined in rules and regulations of the Crescent Institute of Science & Technology.
- Students shall not damage or destruct any Institute properties
- Student shall not discriminate any other fellow student based on the caste, creed, language, and place of origin, social and cultural background.

REPORT ON THE STUDENT ATTRIBUTES FACILITATED BY THE INSTITUTION.

The Institute facilitates the following for the welfare of the student.

- The Institute aims that the students should definitely follow professional ethics. Hence the courses on the engineering ethics are also introduced in their curriculum for the benefits of the students.

To Improvement of the Cognitive Skills

To ACT in Morally Desirable Ways

Moral

Values

Integrity

Follow Institution Policies

Service Learning

A Service-Learning Program Provides Educational

Experiences Service-Learning Benefits

UGC REGULATION

HR Manual

1 CONDITIONS OF SERVICE

Contract of Employment Working

hours

Duty Station

Confidentiality

2 RECRUITMENT AND SELECTION POLICY

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Objectives

Recruitment Authorization Procedure Newly

Created or Restructured Positions Age

Appointment

3 PERFORMANCE MANAGEMENT POLICY

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Objectives

The Performance Management Process

Performance Planning

Monitoring Performance

Summary Recognition

Responsibilities

4 TRAININGANDDEVELOPMENTPOLICY

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Objectives

Process and Criteria

5 LEAVEPOLICY

Purpose of leave

Leave year and applicability

6 DISCIPLINARYCODE

Introduction

Procedure and Documentation

Special Cases

Classification of Offences

Absenteeism

Offences related to Control at Work

Offences relating to indiscipline or disorderly behavior

Offences related to dishonesty

Penalties Verbal

WarningRecorded

Warning Severe

Warning Final

Warning

Dismissal

Demotion Transfer

Alternative Penalty to Dismissal

Dismissal Procedure Disciplinary Appeal Procedure

Disciplinary Appeal Procedure

7 GRIEVANCEPOLICY

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Objectives

Procedure and Guideline

8 TERMINATIONOFEMPLOYMENTPOLICY

Introduction Termination

by Notice Retirement

Death of Staff Member

Certificate of Service

Discharge From

9 HEALTHANDSAFETYPOLICY

Security

First Aid

Visitors

Emergencies

Office Services

10 SUCCESSIONPLANPOLICY

Introduction

Objectives

Procedure



SRIVENKATESWARACOLLEGE OF ENGINEERING

(Autonomous)

Approved by AICTE, Accredited by NAAC with "A" Grade
Accredited by NBA(EEE,ECE,CSE,IT,ME,CE) & Affiliated to JNTUA
Karakambadi Road, TIRUPATI – 517507, Andhra Pradesh

20-03-2024

ANTI RAGGING COMMITTEE

Grievance Redress Committee (Anti Ragging Committee) has been constituted for the academic year 2023-24 with the following members to monitor, discuss with ragging issues and ragging preventive measures.

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|----------------------|----------------|-------------|
| 1.Dr.NSudhakarReddy | Principal | Convener |
| 2.Prof.A.Tharakeswar | Vice Principal | Co-Convener |

All the HODs are default members of the committee.

S.No	Name of the faculty	Department	Designation	Role
1	Dr. K Sudheer	EEE	Professor	Convener
2	Dr. J A Baskar	EEE	Professor	Co- Convener
3	P Vinod Kumar	EEE	Assistant Professor	Member
4	N M Girish Kumar	EEE	Assistant Professor	Member
5	B Eswaraiiah	ME	Assistant Professor	Member
6	M Gopala Krishna	ME	Assistant Professor	Member
7	G Tagore Sai Prasad	IT	Assistant Professor	Member
8	P Leela	IT	Assistant Professor	Member
9	K Muniswamy	CE	Assistant Professor	Member
10	C M Prakash	CE	Assistant Professor	Member
11	G Rajeswarappa	CSA	Assistant Professor	Member
12	R Venkataramana	CSE	Associate Professor	Member
13	A Ganesh	CSA	Assistant Professor	Member
14	P Suresh	CSE	Assistant Professor	Member
15	A Krishna Mohan	ECE	Assistant Professor	Member
16	K Mahesh Babu	ECE	Assistant Professor	Member
17	N Mallikarjuna Reddy	Mathematics	Assistant Professor	Member
18	Dr S Sudhakar Reddy	Mathematics	Professor	Member
19	Dr. K Ananth Kumar	Mathematics	Assistant Professor	Member
20	Dr. P Srinivasulu	Mathematics	Professor	Member
21	Dr P Babu	S&H	Professor	Member
22	Dr T Chandraiah	S&H	Professor	Member
23	Dr A Munikrishnaiah	S&H	Professor	Member

Committee members will guide the students on anti-ragging and meet as and when required. Help Line Numbers: **8886644985, 8886644955, 8886644950**



PRINCIPAL

Copy to:

1. All the HODs for circulation
2. All the above committee members for information and NA
3. Director, Administration for information
4. AO for information
5. Notice Boards
6. PS to Principal to file