

Devi Ahilya Vishwavidyalaya Indore, MP



VALUES AND PROFESSIONAL ETHICS POLICY

PREAMBLE

Universities are not institutions for providing knowledge and skills only, but also for inculcating values and virtues. Today's higher education is dominated by performance in terms of marks, merit positions, placements and awards etc. Development of skills required to earn livelihood has taken prominence in higher education system. In this rat race, inculcation of human values has taken a back seat. Higher education should not only lead to the development of skills but should also imbue values, traditions, culture, societal norms and committed to sustainable progress. For this, it is very essential that the heritage, culture and human values be thoroughly studied, analyzed and incorporated comprehensively in the higher education system.

UNESCO has identified four pillars of education namely,

1. Learning to know: To equip with tools and skills to acquire knowledge for coping with the challenges of world and life in ethical ways.
2. Learning to do: To acquire skills for effective participation in world affairs.
3. Learning to live together: Living in harmony with nature and society upholding highest level of human values.
4. Learning to be: To inculcate social and analytical skills for overall exploration of hidden potential of individuals.

UGC and other professional associations have highlighted code of conduct and rules of discipline for its all segments. Some of the core values which are considered necessary and important include Honesty, Caring, Accountability, Pursuit of excellence, Fairness, Respect for others, Responsible citizens, Non-violence, Love, and Inner peace. The workplace values are also necessary for creating work culture, environment of mutual trust and respect. A few of the workplace values are – Integrity, Diligence, Transparency, Perseverance, Responsibility, Honesty, Loyalty, Strong Self Confidence, Dependability, Strong Work Ethics, Motivated to Grow, Adaptability for Governance, Teamwork, Mutual Trust and Respect, and Law Abidance.

Devi Ahilya University has always committed itself for values and ethics in governance and teaching. At the same time it has strived over the years to churn out citizens who are not just skill strong but character and value strong also. The University has always aimed at making its students responsible towards society at large and its teachers, officers and support staff sensitive, honest, trustworthy and accountable.

Devi Ahilya Vishwavidyalaya - Values and Professional Ethics Policy is an attempt to move systematically towards inculcating human values amongst all the segments – faculty, officers, staff and students of the university. This policy will aim at making individual's value strong as well as skill and character strong for the betterment of the society at large.

OBJECTIVES

Devi Ahilya Vishwavidyalaya - Values and Professional Ethics Policy addresses itself to value imbued holistic education and processes for teachers, officers and students. Objectives of the Values and Professional Ethics Policy are as follows:

- Help students, staff, officers and teachers to understand the importance of Values and Professional Ethics to ensure long lasting happiness and prosperity.
- Sensitize the stakeholders of the University towards the problems of the society and enable them to develop sustainable solutions.
- Make teachers who are role models.
- Make officers who are sensitive, accountable and honest and could work with transparency and concern.
- Make students who are keen knowledge seeker and disciplined.
- Promote core values and workplace values.
- Formulate strategies / programmes to be taken up for inculcating human values and practicing professional ethics in the University.
- Develop pedagogy / methodology to be adopted for inculcating value education in students.
- Monitoring adherence to code of conduct by all in the University life.

Promotion of Values

The University's commitment to its vision and mission is reflected by value based conduct and behaviours of faculty, staff and students in all areas of performance. Values serve as the guiding philosophy in all walks of university life. The University is committed to imbibe following values through its activities:

Core Values Core values are fundamental and universal in nature that act as invisible force guiding thought processes, conduct and behaviour of teachers, staff and students. Following core values are adopted by the University:

1. Trusteeship - Acting as a custodian or trustee while discharging responsibilities, exerting power and authority, utilizing resources for the welfare of stakeholders.
2. Integrity – Practicing duties in a truthful and justifiable manner, displayed through righteous conduct in all accomplishments.
3. Excellence – Continuously delivering outstanding quality in all areas of performances by fostering intellectual growth.
4. Equality - Involving all cross-sections of society by providing equal opportunity to all in pursuit of higher education, job and other activities.
5. Respect - Being respectful to the organization, job, its functionaries and beneficiaries and while dealing with other people.
6. Sustainability – Having concern for nature, environment and resource utilization for long lasting, safe and better future.
7. Innovation - Having an unending quest for discovering new ideas in all areas of performance, enriched by diversity in thoughts, actions and leadership.

Workplace Values:

Workplace values act as a set of guiding principles describing general code of conduct for moral and ethical behaviour of teachers, staff and students in all endeavours. Following workplace values are adopted by the University:

1. Accountability - Being responsible and answerable for all accomplishments.
2. Transparency - Visibility and accessibility of information and practices to all concerned.
3. Discipline - Being sincere, regular, punctual and rule abiding.
4. Just - Being honest, fair and righteous guided by conscience and wisdom.
5. Perseverance - Putting continuous and sincere efforts to achieve targets despite all challenges.
6. Competency – Acquiring knowledge and skills for doing things efficiently and successfully.
7. Empathy - Being humane and treating each individual with dignity and respect.
8. Teamwork - Working together to achieve a common goal in all ebbs and tides.
9. Conservation - Optimal utilization of resources and energy so as to reduce, reuse, recreate, rethink and recycle entirety in best possible way.

Strategy for Promotion of Values and Professional Ethics

(I) Programmes for Faculty and Staff

The role of faculty members and staff is extremely important in creating an environment in the University which is driven on the principles of human values. Hence it is very essential that the conduct and orientation of teachers and staff should be value based.

In order to strengthen this, following measures' will be taken up:

- Organize workshops / symposia / seminars / conferences on the theme of human values and ethics for faculty members and staff.
- Organize lectures by eminent personalities working in the area of human values and ethics and those who are well known for their commitment to human values.
- Engage them in social and community based activities by providing a platform within the University.

II. Course on Human Values and Professional Ethics for Students

All departments / institutes of the University in order to propagate human values amongst its students will start an appreciation course on Human Values and Ethics. This will enable students to become responsible citizens with character and values.

The features of the course should be

- Develop universal approach to value education by creating the right understanding.
- Enable students to explore the Self.
- Bring a qualitative change in the consciousness of the student.

The content of the course can be as follows:

- Basis for universal human values and ethical human conduct.
- Value Education
- Self exploration
- Human aspirations and their legitimacy
- Concept of harmony within self and family
- Importance of living in harmony with society and nature.
- Holistic view towards universal brotherhood and friendship
- Professional ethics in the light of human values for all the professional courses such as M.B.A., B.E., M.C.A., B. Pharma. etc.

The above mentioned topics are not exhaustive. Guest lectures, seminars, workshops, live projects etc. will be integral components of the course apart from the class room interactions. All the departments of the University will offer a compulsory course in the early semesters of the programme. The evaluation will be based on a regular interaction with the students through certain written examination and social projects depending upon the students participation. Apart from the formal course students will be encouraged to undertake social service, community projects and such other activities which makes them sensitive towards the society.

Centre for Advancement of Human Values and Ethics

Apart from the department / Institute level activities for the propagation and inculcation of human values, a Centre for Advancement of Human Values and Ethics can be set up in the University for the benefit of the university fraternity and society at large. The centre will engage in projects of social concerns involving all the stakeholders of the University, publish books, journals, newsletters etc. The centre can also start certificate, diploma, degree courses and Ph.D programmes in Human Values and Ethics and will conduct awareness camps.

Code of Conduct for Professional Ethics

University Grants Commission in its preamble of the Code of Professional Ethics mentions that “the basic purpose of education is to create skill and knowledge and awareness of our glorious national heritage and the achievements of human civilization, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace, and the principles enunciated in the Preamble to our constitution”. The university operates amidst multitude of forces influencing thought processes, conduct and behaviour of teachers, officers, staff and students. It needs to ensure self regulation, academic ambience, and value based work culture in all walks of university life.

The University will publish, implement and monitor its Code of Conduct (Good Practices) which will serve as a set of guidelines for maintaining professional ethics through self regulation and an accountable behaviour of all individuals in the University. It will be divided into four subgroups: Code of Conduct – General, Teachers, Officers and Staff, and Students.

Implementation of the Policy

- The University shall set up a Cell for the promotion of Values and Professional Ethics. The cell should have representation from within the University as well as renowned personalities from the field.
- Resources to be provided to the cell by the University for meeting the objectives of the policy.
- Cell shall look for funds from other sources also.
- Workshops, seminars, lecture series etc. shall be organized on a regular basis.
- Publication of a newsletter highlighting the events undertaken and also publish articles.
- Strive to create an environment in the university which fosters the feeling of human values and professional ethics.
- Review and provide feedback on various programmes run by departments for inculcating human values and professional ethics.

Monitoring of Values and Professional Ethics

The university will ensure adherence to defined Values and Code of Conduct for Professional ethics through various Officers, Heads, Committees, Boards, Cells, and Task Groups.