



Adi Shankara

INSTITUTE OF ENGINEERING AND TECHNOLOGY

Approved by AICTE & Affiliated to APJ Abdul Kalam
Technological University
(Owned by Adi Sankara Trust)

Human Values and Professional Ethics Policy

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HUMAN VALUES AND PROFESSIONAL ETHICS

PRELUDE

The Constitution of India has placed ‘education’ as the fundamental right of every citizen of the country. Higher education, the pillar of career and leadership building, plays a vital role in the social and economic development of a society and the nation. Great role and responsibility is entrusted to the Higher Education Institutions (HEIs) in building strong leadership and well-knit society through excellence in academics, ethical curricula, and community engagement. The purpose of education in general and higher education in particular is to facilitate actualization of human potential by making its stakeholders, particularly higher educational administrators, teachers, and learners, conscious of human values and professional ethics. Therefore, HEIs are required to create high quality practices and an environment that is supported with human values and professional ethics to ensure their dignity and integrity. Physical-psychological knowledge and financial infrastructure of HEI needs to grow with values and ethical practices.

1. HUMAN VALUES

Human values refer to the basic inherent moral inclinations towards kindness, honesty, loyalty, love, peace, sympathy, truth etc. that enhance fundamental goodness of human beings and society at large. They are the values that human beings cherish and hold in common, consciously, and otherwise, in most of the places and times and practice them. Human values help in understanding the attitude, motivation, behavior, and influence one’s perception about the world. They enable the interpretation of ‘right and wrong’ and provide the ways to understand humans and organizations. The principal human values are discussed in brief as follows:

1.1 Love & Compassion: Love manifests in sincere care of others, kindness, empathy, and compassion for all. True unconditional love leads to compassion. It may be seen in operation in human acts of generosity, mercy, and charity.

1.2 Peace: Peace contains values like equality, humility, optimism, patience, self-confidence, self- control, self-esteem etc. Its scope includes peace at the levels of individual, society,

and the world.

1.3 Truth: Truth is eternal and unchanging, as it deals with ultimate and unchanging reality.

It is marked with values like accuracy, fairness, honesty, sincerity, justice, fearlessness, integrity, quest for knowledge, determination, etc. In professional life, the simplest manifestation of truth is in sincerity that can be seen in terms of commitment to work.

1.4 Non-Violence: Non-violence refers to restraint from consciously doing any harm through one's thoughts, speech, or action to any entity, living or non-living. Non-violence demands abstinence from hatred and nurturing love and compassion for all beings.

1.5 Righteousness: Righteousness is the backbone of core human values as it involves conduct of life and action by practicing propriety and decorum at every stage. It covers ethical guidelines, ethical behavior, and moral values.

1.6 Renunciation: Renunciation means caring attitude towards all living beings without any selfish motives. It is seen in austerity, self-control, and selflessness of a person.

1.7 Service: Service is an action performed out of love. It also stands for compassion and sacrifice for others. The value of service demands equanimity without any conditions or discrimination based on caste, creed, race, region, and religion.

1.8 Peaceful co-existence: Peaceful co-existence describes cohesive and coherent relationships. It contains psychological and social values such as benevolence, compassion, consideration, morality, forgiveness, brotherhood, equality, perseverance, respect for others, environmental awareness, etc.

1.9 Social Commitment: Discipline indicates regulated values followed by the individual for all beings. It contains values like regulation, direction, order, etc.

Values are to be learned through practices to form the foundation of strong human culture. Hence, the administrators and teachers in HEIs need to bear in mind that their peers and learners learn values from their conduct and behavior. Institutions having better human values flourish and get recognition. Adi Shankara Institute of Engineering and Technology (ASIET) has attained the status of a premier HEI by following the above-mentioned human values. The core values followed by ASIET are mentioned below:

- Quality Education and Research
- Striving for Excellence
- Strong Professional Ethics
- Student Centric Academic Environment

- Social Well-being and Development
- Cultural Heritage
- Respect for All

2. PROFESSIONAL ETHICS

Human values and professional ethics are complementary to each other. Whereas human values convey personal conviction, ethics describe the accepted principles and standards of conduct about moral duties and virtues as applied to an organization. Codes of professional ethics guide the stakeholders of an organization about the desirable and undesirable acts related to the profession.

The underlying philosophy of having professional ethics is to make people follow a sound uniform ethical conduct. The success of an institution's mission and vision is driven by value-based ethical behavior of its committed faculty members, officers, staff, and students. Following are some of the vital components of professional ethics that professional organizations necessarily include in their code of conduct:

- 2.1 Integrity:** Adhering to conduct of duties in righteous manner and in accordance with principles of honesty, trust, transparency, and fairness.
- 2.2 Trusteeship:** Operating in an efficient, ethical, and true manner while ensuring group participation and a system of check and balances within an institution.
- 2.3 Harmony:** Balancing the diversity and difference through a culture of tolerance, discussion, and forgiveness among stakeholders.
- 2.4 Accountability:** Establishing the environment of openness and trust to accommodate mistakes and to encourage individuals to take responsibility for their actions.
- 2.5 Inclusiveness:** Adopting standards, policies, and procedures to promote and ensure equal opportunity without any discrimination against an individual or a group seeking education, employment, promotion and other activities in an institution.
- 2.6 Commitment:** Dedicating to the vision and mission of the institution while cultivating one's knowledge, skills, and attitudes to achieve excellence in due time and regulatory boundaries.
- 2.7 Respectfulness:** Creating an environment of mutual respect, trustworthiness, and quality interaction as well as fair participation of functionaries and beneficiaries of the institution.
- 2.8 Belongingness:** Fostering a shared vision of institution to make everyone feel secure, supported, accepted, and included.
- 2.9 Sustainability:** Ensuring optimal resource utilization — economic, environmental, and social

to achieve a long lasting and safe future.

3 CODES OF PROFESSIONAL ETHICS

3.1 Administrative Authority

It would include Managing Trustee, Chief Operations Officer (COO), Associate Director, Principal, Deans, Heads of the Various Departments, etc.

The authority would:

1. Be responsible to observe that the provisions of Acts/Statutes/Ordinances and Regulations of the University are strictly adhered to in all its businesses.
2. Comply with laws, rules, and regulations of the government applicable to the University.
3. Provide inspirational and motivational value-based academic and executive leadership through policy formation, operational management, optimization of human resources and concern for environment and sustainability.
4. Follow the highest degree of ethics in its decision making in the best interest of the college.
5. Strive for creating an environment conducive for teaching, learning, research, and development according to the maximum potential of the college in order to bring social change and hence national development.
6. Follow objectives and policies of the college and contribute constructively to achieve its mission and vision.
7. Maintain confidentiality of the records and other sensitive matters.
8. Endeavour to promote work culture and ethics that bring about quality, professionalism, satisfaction.
9. Refrain from any misappropriation of financial and other resources.

3.2 Administrative Staff

Administrative staff would:

- 3.2.1** Carry out official decisions and policies faithfully and impartially, seeking to attain the highest possible standards of performances.
- 3.2.2** Encourage the staff to maximize their efficiency.
- 3.2.3** Create conditions that inspire teamwork.
- 3.2.4** Act timely to readdress the genuine grievances.
- 3.2.5** Maintain confidentiality of the records and other sensitive matters.
- 3.2.6** Co-operate and form strong liaison with colleagues.
- 3.2.7** Show care for the institution's property.
- 3.2.8** Facilitate congenial environment.
- 3.2.9** Refrain from any form of discrimination.
- 3.2.10** Not accept bribes or indulge in any corrupt practices.
- 3.2.11** Make every effort to complete the assigned work in a time-bound manner.

3.3 Teachers

Teaching is a noble and devout profession which tends to instill in students — knowledge and values. His/her precepts and practices should reflect idealism, perfection, and proficiency.

Teachers would:

- 3.3.1** Perform duties, in the form of teaching, tutorial, practical, seminar, research work entrusted by the college with diligence, dedication and punctuality.
- 3.3.2** Contribute to professional growth through continuous research and presentations in conferences, seminars, and professional meetings.
- 3.3.3** Co-operate and assist in the admission, examination, supervision and invigilation and evaluation process of the University.
- 3.3.4** Co-operate in the formulation of policies of the college by accepting various offices and

discharge responsibilities which such offices may demand.

- 3.3.5** Abide by Act, Statutes and Ordinances, rules, policies, and procedures of the college and respect its ideals, vision, mission, cultural practices, and traditions.
- 3.3.6** Adhere to responsible conduct and behavior expected of them by the society.
- 3.3.7** Create a conducive teaching–learning environment through innovative practices and knowledge sharing.
- 3.3.8** Act as role models for students by displaying good conduct and character.
- 3.3.9** Act as friends, philosophers, and mentors of students in identifying their potentials and encourage them to improve their personality and contribution to the community welfare, environment, and national heritage.
- 3.3.10** Encourage students to actively participate in activities of national priorities.
- 3.3.11** Respect the rights and dignity of the students in expressing his/her opinion.
- 3.3.12** Refrain from harassment of students in any form.
- 3.3.13** Deal justly and impartially with students regardless of their religion, caste, and political, economic, social, and physical characteristics.
- 3.3.14** Refrain from taking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities.
- 3.3.15** Behave with dignity and courtesy with staff and fellow colleagues.

3.4 Students

Students at the University are expected to devote their energy in learning and developing a wholesome personality.

The students would:

1. Abide by Acts/Statutes/Organizations, rules, policies, procedures of the college and respect its ideals, vision, mission, cultural practices, and the traditions.
2. Remain punctual, disciplined, and regular in attending class lectures, tutorials, and research.
3. Observe modesty in their overall appearance and behaviour.

4. Behave with dignity and courtesy with teachers, staff, and fellow students.
5. Act as role models for junior students by attaining the highest level of values and morality.
6. Maintain harmony among students belonging to different socio-economic status, communities, castes, religions, and regions.
7. Contribute towards cleanliness of the campus and its surroundings.
8. Show respect and care for the institutional properties.
9. Observe proper behavior while on educational tour/visit or excursion.
10. Be honest in providing truthful information about all documents.
11. Maintain the highest standards of academic integrity while presenting one's own academic work.
12. Help teachers in maintaining a learning environment conducive for all students.
13. Strive to keep campus ragging free.
14. Be sensitive to gender issues.
15. Be sensitive to societal needs and development.
16. Maintain good health and refrain from any kind of intoxicants.