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	Ethics Policy	

1. Preamble

The College recognizes ethics as the cornerstone of academic excellence, professional integrity, and social responsibility. This policy aims to establish a fair, transparent and inclusive ethical framework that guides conduct across all levels - management, faculty, staff and students. It ensures that decisions and actions reflect respect for human dignity, equality, and the collective pursuit of knowledge.


2. Objectives

- To promote ethical awareness, responsibility, and accountability among all stakeholders.
- To ensure fairness and impartiality in institutional policies, practices, and decisions.
- To address ethical concerns related to gender, caste, religion, economic, political and social background without prejudice.
- To bridge identified ethical gaps through systematic frameworks, training, and transparent processes.
- To create a culture of mutual respect, trust, and integrity within the college community.

3. Scope

This policy applies to all members of the college, including management, teaching and non-teaching staff, students, and external collaborators involved in academic, administrative, or co-curricular activities.

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4. Ethical Principles

1. Integrity:

All actions and decisions shall be guided by honesty, consistency, and moral responsibility.

2. Equity and Inclusion:

Every individual shall be treated with dignity and respect, irrespective of gender, caste, religion, political affiliation, or socio-economic background.

3. Transparency and Accountability:

Processes related to admissions, recruitment, evaluation, and promotions shall be transparent, well-documented, and subject to fair review.

4. Respect for Diversity:

The institution shall celebrate diversity and ensure equal opportunities for all members.

5. Professional Conduct:

Faculty and staff shall serve as role models by maintaining high standards of professional ethics in teaching, research, and service.

6. Conflict of Interest:


Individuals must disclose and manage situations where personal interest could conflict with institutional responsibilities.

5. Roles and Responsibilities

a. Management Perspective

- Develop and uphold ethical policies in alignment with institutional values and national regulations.

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- Recognize diverse needs and address systemic gaps through impartial and inclusive frameworks.
- Ensure ethical decision-making is reflected both in policy and practice.
- Establish an Ethics Committee to oversee adherence, handle grievances, and review policy effectiveness.

b. Employer's (Faculty/Staff) Perspective

- Implement and model ethical practices in academic and administrative roles.
- Serve as mediators between management and students, maintaining fairness and confidentiality.
- Uphold institutional norms even when faced with conflicting pressures.
- Encourage ethical reflection and responsible behaviour among students.


c. Student Perspective

- Adhere to academic integrity, respect diversity, and maintain decorum.
- Refrain from any form of discrimination, harassment, or misconduct.
- Seek guidance when faced with ethical dilemmas and participate in awareness programs.

6. Implementation Strategy

- **Awareness and Training:** Regular workshops, seminars, and orientation sessions on ethics and professional conduct.

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- **Counselling and Mentoring:** Provide confidential support to those facing ethical conflicts or personal dilemmas.
- **Monitoring and Evaluation:** Set measurable milestones, periodic reviews, and documentation of progress.
- **Feedback Mechanisms:** Create safe channels for reporting unethical practices without fear of retaliation.
- **Continuous Improvement:** Use evaluation outcomes to refine and strengthen ethical practices and policies.


7. Evaluation and Review

The Ethics Committee shall review the implementation of this policy annually. Feedback from stakeholders will inform policy revisions, ensuring relevance, fairness, and continuous improvement in ethical standards.

8. Conclusion

This Ethics Policy reflects the college's constant commitment to building an environment rooted in fairness, compassion, and accountability. By integrating ethical values into every sphere of academic and administrative life, the institution aims to nurture responsible citizens and professionals who contribute positively to society.

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Internal Members of the Committee

- Rev. Fr. Jacob Puthussery - Executive Director
- Prof. Dr. Siby Mathew - Principal
- Prof. Vijayan N K - Controller of Examinations
- Dr. Sybila Pius Fernandez - IQAC Coordinator
- Dr. Parinitha B - IQAC Joint Coordinator

External Members of the Committee

- Dr. Joseph Injodey – Former Principal, Rajagiri
- Dr. Honey – Director, Inter University Centre for Nanomaterials and Devices, Professor and Head, CUSAT

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