

- c) After the conduct of the personal hearing or enquiry by the college committee the report of such personal hearing or enquiry shall be furnished to the said teacher and a notice shall be issued to him setting out the proposed punishment and he shall be given a reasonable time to submit the statement of defense against the proposed punishment.
- d) After receipt of the statement of defense from him and after taking it into consideration, the college committee shall inform him in writing about its final decision.
- 8) It shall be open to the college committee, at any time, if satisfied on medical evidence that the said teacher is unfit to discharge his duties for reasons of ill health, to terminate his services, on paying him three months pay and allowances less any amount which might have been paid to him as leave salary after the date of his last appearance in the college for the regular discharge of his duties and subject to a minimum of one month's full pay and allowances.
- 9) The faculty member shall be entitled to have his services terminated either by giving to the college committee three months notice thereof in writing to coincide with the end of the academic year or by paying the college committee three months pay and allowances in lieu of such notice if he is a permanent teacher. In the case of a teacher who is not permanent the period of notice shall be two months and the amount payable in lieu thereof shall be two months pay and allowances.
- 10) The college committee may impose major punishments such as dismissal, removal or reduction in rank or termination of service or any of the following minor punishments on the faculty member for any irregularity namely;
- Censure
 - Withholding of increment, with or without cumulative effect.
 - Recovery from pay to the extent necessary of the monetary value equivalent to the amount of increments ordered to be withheld where such an order cannot be given effect to.
- Entries shall be made in the service register of the faculty member only in respect of penalties other than censure. Such entries shall be made only after the appeal, if any, preferred by him is disposed of by the competent appellate authorities specified in the rules.
- 11) The Faculty Member shall be paid as granted by Government from time to time. Such teacher shall be entitled to increment indicated in the prescribed scale.
- 12) Any permanent teacher whose certificate is suspended on a temporary measure or who is declared unfit to hold the post for a temporary period, shall have a right for reinstatement in service in the college in which he / she was working prior to his relief, on the expiry, on the term of his / her punishment

CODE OF CONDUCT FOR FACULTY MEMBERS

- 1) The College Committee shall employ the faculty member in the college from the date of his taking charge of such appointment until such employment is terminated as hereinafter provided.
- 2) He shall be on probation for a period of not less than two years from the date of taking charge of his appointment. The College Committee may for reasons to be recorded in writing extend the period of probation to a further period not exceeding one year.
If no orders extending the period of probation are passed in writing within six months after the period of probation, he shall be deemed to have completed his probation.
- 3) The faculty member shall employ himself honestly, efficiently and diligently under the orders and instructions of the Principal or College Committee of the college.
- 4) If the said teacher is a Principal he shall, in that capacity, be responsible for the internal management of the college and the academic work of the college and exercise such powers as may be necessary for the due discharge of his duties.
- 5) The faculty member shall not normally or on any pretext absent himself from his duties without the previous permission of the Principal and if he is a Principal, without the prior permission of the College Committee. In case of sickness or other inevitable causes he shall forward a proper medical certificate or communication explaining the extraordinary circumstances to the Principal, or if the said teacher is a Principal, he shall send such communication to the College Committee, as mentioned in the Code of Conduct.
- 6) The faculty member shall during the tenure of employment devote his attention to the duties of his employment and shall not on his own account or otherwise either directly or indirectly, carry on or be concerned in any trade, business or canvassing work, private tuition or the like, of a remunerative nature without the specific sanction of the College Committee in writing in that behalf.
- 7) a) The College Committee shall not dismiss, remove or reduce in rank or terminate the services of the faculty member without informing him in writing of the grounds on which they intend to take action and shall follow the following procedure before taking any final decision regarding the punishment to be imposed on him and giving him in writing reasonable time to send his explanation to the College Committee.
b) After considering his explanation, the College Committee shall communicate to him its findings and if so desired by the faculty member, conduct a personal hearing or enquiry wherein he shall be given the opportunity to examine or cross-examine any of the witnesses and also produce witnesses.

SRI SRINIVASA DEGREE COLLEGE

MDADANAPALLE - 517325

Affiliated to Sri Venkateswara University, Tirupati.

R.C.No. 8324/C-III(6)2002-03. Dated: 25-07-2002

Code of Conduct Policy

Faculty