

UNIVERSITY OF NORTH BENGAL

ETHICS

Summary

Teaching, research, and public service at the University of North Bengal requires a shared commitment to ethical conduct in all university activities. This policy provides an overarching code of ethics by which university faculty, staff, students and employees are expected to abide.

Policy Statement

University of North Bengal is committed to upholding the highest standards of ethical conduct. Abiding by these standards promotes mutual trust and public confidence as we strive for excellence in our pursuit of knowledge. Our core values are the foundation of our academic institution and are essential to sustaining an environment where we can learn, teach, conduct research, work, and thrive. University faculty, staff, and student employees collectively have a responsibility to work towards the fulfilment of the following values by involving themselves ethically, with the highest level of integrity, and in compliance with all applicable laws, regulations, and policies:

Honesty and Integrity – We demonstrate honesty and transparency in all communication and conduct while maintaining the highest level of integrity. We uphold the values of this code and make decisions based upon the greater good conducting ourselves free of personal conflicts, nepotism, self-dealing, using resources for personal benefit, or appearances of impropriety. Our commitment to ethical standards is communicated through both instruction and example.

Respect – In our commitment to inclusiveness, diversity, and mutual respect for differences, we

- Demonstrate respect towards the rights and dignity of others
- Show concern for the welfare of others
- Avoid all forms of harassment, discrimination, threats, or violence
- Expect equality, impartiality, openness, and due process without reference to individual bias

Stewardship and Compliance – We utilize all resources and information entrusted to our care in a wise and prudent manner in order to achieve our educational mission and strategic objectives. We strictly follow all the norms of different regulatory bodies. We uphold civic virtues and duties by obeying laws and policies. Practicing good stewardship includes:

- Equitable and Vibrant Research University with equal focus on research and teaching to establish high quality institutions under disadvantageous geography.
- To ensure inclusivity by providing equal access to higher education from disadvantaged section of this region.
- To preserve and conserve bio-diversity of the University Campus. To pay respect to natural environment of the Campus along with utter sense of deep ecology thesis.
- To address multi-cultural mosaic of North Bengal.

UNIVERSITY OF NORTH BENGAL

ETHICS

- To maintain and sustain the principle of equity and accessibility of higher education with the commitment of reaching to the unreached and making access to the inaccessible.
- Focus on ethical standards of publications and dissertation through anti-plagiarism norms and practices.
- To ensure transparency in both in academics and administration through students' feedback, students assessment procedures, performance audit in academics and administration.
- Using university property, equipment, finances, materials, electronic and other systems, labor, and other resources only for legitimate university purposes.
- respecting social and cultural diversity
- maintaining a green campus by sustainable practices
- Preventing waste and abuse
- Promoting efficient operations
- Following sound financial practices including accurate financial reporting, processes to protect assets, responsible fiscal management, and internal controls, in addition to compliance of governmental audits
- Engaging in appropriate control and monitoring activities while taking quality initiatives and quality sustenance
- Promoting continuous education of laws, policies, and guidelines

Accountability and Responsibility – We take responsibility for our choices and actions by upholding accountability and not assigning or shifting blame or taking improper credit. We exercise the utmost diligence in ensuring that all of our university operations adhere to appropriate business protocols and best practices. We act with responsibility by reporting instances where these standards may not have been upheld.

Avoidance of Conflicts of Interest – We have an obligation to be objective and impartial in making decisions on behalf of the university. We disclose potential conflicts of interest and adhere to any management plans created to eliminate conflicts. We ensure that personal relationships do not interfere with objective judgment in decisions affecting university employment or the academic progress of a community member.

Privacy – The Constitution of India encompasses Right to Privacy under Article 21, which is a requisite of right to life and personal liberty. The University respects privacy of all stakeholders by maintaining personal data secure.

The university is committed to an environment where open, honest communication is the expectation, not the exception. Students and stakeholders are encouraged to submit feedback relating to routine activities. Students are made aware the crimes of ragging, sexual harassment, unethical behaviour or violations of human rights for which the University has put in appropriate remedial measures.

An environment that encourages the highest level of integrity from its members is critical to the university.

Adherence to the highest standards of ethical conduct is an integral part of the university's long-range goals

UNIVERSITY OF NORTH BENGAL

ETHICS

of attracting quality students, faculty, and staff; ensuring proper stewardship of its resources; and attracting gifts, grants, and other forms of support.

Applicability

This policy applies to all members of the university community including faculty, staff, and student employees, regardless of funding source:

Definitions

Accountability

The obligations of an individual or group of individuals to account for its activities, accept responsibility for them, and disclose the results in a transparent manner.

Ethics

A moral philosophy or set of standards practiced by a person or group of people.

Integrity

Strict adherence to a moral code, reflected in transparent honesty and complete harmony in what one thinks, says, and does.

Responsibility

Supervisors, Managers, University Leaders

- Distribute a copy of the *Ethics Policy* to all direct reports.
- Reinforce the *Ethics Policy* in all university-related business to ensure compliance.
- Encourage and support efforts by employees to perform duties and responsibilities at the highest ethical standards.
- Report suspected violations through Ethics Point or through appropriate university offices.
- Address employee misconduct.

Faculty, Staff, Student Employees

- Conduct university-related activities with the utmost integrity and ethical conduct.
- Comply with university policies governing conduct.
- Report suspected violations through IQAC or through appropriate university offices.

Internal Audit


- Investigate alleged policy violations; determine whether a violation has occurred and whether action is required.

**UNIVERSITY OF NORTH BENGAL
ETHICS**

Contact Information

Contact An Expert		
Contact	Phone	Email
Registrar	0353 2776313	regnbu@nbu.ac.in
Inspector of Colleges	9434715406	icnbu@yahoo.com
A & A.O	9434875620	sukhennbu@yahoo.com
Internal Complaint Committee	9434037671	gangotrichakraborty@rediffmail.co

Approval

 8/1/20

Signed by Vice Chancellor, Dr. Subires Bhattacharyya

**Vice-Chancellor
University of North Bengal
Dist. Darjeeling-734013**