



VEMU INSTITUTE OF TECHNOLOGY

CODE OF ETHICS

Part A: Code of Professional Ethics For Teachers

Part B: Code of Ethics for Responsible Conduct of Research

Part C: Code of Conduct and Professional Ethics Committee

Annexure:

- 1. Professionalism**
- 2. IEEE Code of Ethics**
- 3. ECI Code of Ethics**

Part A

CODE OF PROFESSIONAL ETHICS FOR TEACHERS

Preamble

I GOAL OF HIGHER EDUCATION IN OUR COUNTRY

The basic purpose of education is to create and instill 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.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher education should strive for academic excellence and progress of Science, Mathematics, Technology and Engineering. Education research and extension should be conducted in conformity with our national needs and priorities and ensure that our best talents make befitting contributions to international endeavor on social needs.

II TEACHERS AND THEIR RIGHTS:

Teachers should enjoy full rights of our democratic community. Teachers have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

The code of professional Ethics

I TEACHERS AND THEIR RESPONSIBILITIES

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideal of education which have already been set which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community.
- ii. Manage their private affairs in a manner consistent with the dignity of the profession.
- iii. Seek to make professional growth continuous through study and research.
- iv. Express free and frank opinion by participation at professional meetings, seminars, conference, etc towards the contribution through them.
- v. Maintain active membership of professional organizations and strive to improve education and profession through them.

- vi. Perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.
- vii. Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as assisting in appraising applications for admission, advising and counseling students as well as assisting in the conduct of university and college examinations, including supervisions, invigilation and evaluation and
- viii. Participate in extension, co-curricular and extracurricular activities including community service.

II TEACHERS AND THE STUDENTS

Teachers should

- i. Respect the right and dignity of the students in expressing his/her opinion:
- ii. Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics:
- iii. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs:
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare:
- v. Inculcate among students scientific outlook and respect for physical labour and ideals of democracy patriotism, and peace.
- vi. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason:
- vii. Pay attention to only the attainment of the student in the assessment of merits:
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or ward:
- ix. Aid students to develop an understanding of our national heritage and national goals: and
- x. Refrain from inciting students against other students, colleagues or administration.

III TEACHERS AND COLLEAGUES

Teachers should

- i. Treat other members of the profession in the same manner as they themselves wish to be treated:
- ii. Speak respectfully of other teachers and render assistance for professional betterment:
- iii. Refrain from lodging unsubstantiated allegations against colleagues to higher authorities:
- iv. Refrain from allowing considerations of caste, creed, race or sex in their professional endeavor.

IV TEACHERS AND AUTHORITIES

Teachers should

- i. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule determinate to the professional interest:
- ii. Refrain from undertaking any other employment and commitment including private tuitions and discharge coaching classes which are likely to interfere with their professional responsibilities.
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand:
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices:
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession:
- vi. Should adhere to the conditions of contract:
- vii. Give and expect due notice before a change of position is made: and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V TEACHERS AND NON-TEACHING STAFF

- i. Teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking, within every educational institution:
- ii. Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI TEACHERS AND GUARDIANS


Teachers should:

Try to see through bodies and organizations that institutions maintain contact with the guardians of their students, send reports their performance to the guardians whenever necessary and meet the guardians in meetings convent for the purpose for mutual exchange of ideas and for the benefit of the institutions.

VII TEACHERS AND SOCIETY

Teachers should

- i. Recognize that education is a public and strive to keep the public informed of the educational programmes which are being provided:
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life:

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- iii. Be aware of social problems and take part in such activities as would be conducive to the progress society and hence the country as a whole:
 - iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices:
 - v. Refrain from taking part in a subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

Part B

CODE OF ETHICS

FOR RESPONSIBLE CONDUCT OF RESEARCH

The purpose of this set of guidelines is to provide a positively oriented set of practical suggestions for maintaining integrity in research. Not only does the ethical conduct of science satisfy a scientific moral code, it also leads to better scientific results. Because, the adherence to ethical research practice leads to more attention to the details of scientific research including qualitative analysis, quantitative & statistical techniques and to more thoughtful collaboration among investigators. Also, the credibility of science with the general public depends on the maintenance of the highest ethical standards in research.

Observance of these guidelines will help an investigator avoid departures from accepted ethical research practice and prevent those most serious deviations that constitute research misconduct. Research misconduct is defined as fabrication, falsification, or plagiarism including misrepresentation of credentials in proposing, performing, or reviewing research or in reporting research results. It does not include honest error or differences of opinion. Misconduct as defined above is viewed as a serious professional deviation that is subject to sanctions imposed both by the University by many professional associations and in the case of funded research, the respective funding agency.

These guidelines can be used as a common repository of generally accepted practice for experienced researchers and as an orientation to those beginning research careers. Although some of these principles apply to all fields of research including scientific research, social and behavioral sciences that involve collection and interpretation of data. These materials can be adapted or specified in a more particular form appropriate for each scholarly discipline or academic unit. In fact, many academic units have developed excellent handbooks on research ethics and integrity. When in doubt about the accepted ethical standards in a particular case, a researcher should discuss the matter on a confidential basis with an academic supervisor, another respected colleague, or the Dean of Research of the University.

MATTERS OF ETHICAL CONCERN IN RESEARCH

1. Plagiarism

Authors who present the words, data, or ideas of others with the implication that they own the same, without attribution in a form appropriate for the medium of presentation, are committing theft of intellectual property and may be guilty of plagiarism and thus of research misconduct. This statement applies to reviews and to methodological and background/historical sections of research papers as well as to original research results or interpretations. If there is a word-for-word copying beyond a short phrase or six or seven words of someone else's text, that section should be enclosed in quotation marks or indented and referenced, at the location in the manuscript of the copied material, to the original source. The same rules apply to grant applications and proposals, to clinical research protocols, and to student papers submitted for academic credit. Not only does plagiarism violate the standard code of conduct governing all researchers, but in many cases it could constitute an infraction of the law by infringing on a copyright held by the original author or publisher.

The work of others should be cited or credited, whether published or unpublished and whether it had been written work, an oral presentation, or material on a website. Each journal or publisher may specify the particular form of appropriate citation. One need not provide citations, however, in the case of well-established concepts that may be found in common textbooks or in the case of phrases which describe a commonly-used methodology. Special rules have been developed for citing electronic information.

2. Use and Misuse of Data

Research integrity requires not only that reported conclusions are based on accurately recorded data or observations but that all relevant observations are reported. It is considered a breach of research integrity to fail to report data that contradict or merely fail to support the reported conclusions, including the purposeful withholding of information about confounding factors. If some data should be disregarded for a stated reason, confirmed by an approved statistical test for neglecting outliers, the reason should be stated in the published accounts. A large background of negative results must be reported. Any intentional or reckless disregard for the truth in reporting observations may be considered to be an act of research misconduct.

3. Ownership of and Access to Data

Research data obtained in studies performed at the University by employees of the University are not the property of the researcher who generated or observed them or even

of the principal investigator of the research group. They belong to the University, which can be held accountable for the integrity of the data even if the researchers have left the University. Another reason for the University's claim to ownership of research data is that the University, not the individual researcher, is the grantee of sponsored research awards. Reasonable access to data, however, should normally not be denied to any member of the research group in which the data were collected. If there is any possibility that a copyright or patent application might emerge from the group project, a written agreement within the group should specify the rights, if any, of each member of the group to the intellectual property. A researcher who has made a finding which may be patentable should file an Invention Disclosure with the Office of Technology Management.

A principal investigator who leaves the University is entitled to make a copy of data to take to another institution so as to be able to continue the research or, in some cases, to take the original data, with a written agreement to make them available to the University on request within a stated time period. A formal Agreement on Disposition of Research Data should be negotiated in such cases through the Office of Research. Each student, postdoctoral fellow, or other investigator in a group project should come to an understanding with the research director or principal investigator, preferably in writing, about which parts of the project he or she might continue to explore after leaving the research group. Such an understanding should specify the extent to which a copy of research data may be taken. Co-investigators at another institution are entitled to access the data which they helped to obtain.

Since the scientific enterprise may be a cooperative endeavor encompassing many persons who now or in the future might pursue related research interests, and since it is in the interest of all to rely on the contributions and findings of others, every investigator has an obligation to the general scientific community to cooperate by sharing of data. Other virtues of sharing data include the facilitation of independent confirmation or refutation of reported outcomes. It is generally accepted that the data underlying a research publication should be made available to other responsible investigators upon request after the research results have been published or accepted for publication.

4. Authorship and Other Publication Issues

Publication of research results is important as a means of communicating to the scholarly world so that readers may be informed of research results and other researchers may build on the reported findings. In fact, it is an ethical obligation for an investigator at the University to make research findings accessible, in a manner consistent with the relevant standards of publication. The reported data and methods should be sufficiently

detailed so that other researchers could attempt to replicate the results. Publication should be timely but should not be hastened unduly if premature publication involves a risk of not subjecting all results to adequate internal confirmation or of not considering adequately all possible interpretations.

A commercial sponsor of a research project may not have a veto over a decision to publish, but a delay of publication for an agreed period, not to exceed six months, may be allowed in order to permit filing of a patent application.

a. Criteria for Authorship

Since academic work is informed by a multitude of sources offering concepts and information, it is essential to emphasize rightful acknowledgement in the presentation of ideas and the publication of manuscripts. Authorship should be awarded only to those persons who have made an original and significant contribution to the conceptualisation, design, execution and interpretation of the published work.

Individuals who have made smaller contributions by for instance giving advice, performing analyses or providing subject material, or who have supported the research in some other way, should also be acknowledged. The principal author should determine whether or not these individuals should be included as authors. Sometimes written permission has to be obtained for acknowledgement in the published work and even the format thereof is prescribed by the party concerned.

In the case of co-authorship, questions arise as to the criteria for inclusion as author, the ability of each author to evaluate all aspects of the study and the sequence of the list of authors. Authors should discuss these questions openly and should make appointments before undertaking a co-author project. The author submitting the work, or the principal author, is responsible for coordinating the completion and submission of the work and for ensuring that all the contributions and all the collaborators are given proper acknowledgement. All authors should approve the final version of the manuscript and should be prepared to accept responsibility for the work in public.

Each author or co-author is responsible for the compilation, revision and verification of those parts of the manuscript, publication or presentation representing his/her contribution. All co-authors are entitled to making their own copies thereof, including figures and attached documents.

In factual or scientific reports, authors should go out of their way to quote applicable data, including those data not supporting the hypothesis proposed. It is the responsibility of the author(s) to be au fait with other appropriate publications and to quote from them.

It is unethical, and harmful to the academy, to present as one's own the work of others, whether in part or in full, to fabricate research results or to omit or change information.

Authors who wish to quote information obtained at a personal level or from unpublished written material should obtain written permission from the source.

It is inappropriate and unacceptable to submit extracts from research, or reports on the same research, to more than one publisher, unless such action has been approved by the editors of each publication or multiple submissions is the acceptable standard practice in the specific discipline or field. In the complete report on the work in question, reference should be made to preliminary extracts from work that has already been published.

b. Order of Authors

Customs regarding the order in which co-authors' name(s) appear vary with the discipline. Whatever the discipline, it is important that all co-authors understand the basis for assigning an order of names and agree in advance to the assignments.

A corresponding, or senior author (usually the first or last of the listed names in a multi-authored manuscript) should be designated for every paper, who will be responsible for communicating with the publisher or editor, for informing all co-authors of the status of review and publication, and for ensuring that all listed authors have approved the submitted version of the manuscript. This person has a greater responsibility than other co-authors to vouch for the integrity of the research report and should make every effort to understand and defend every element of the reported research.

c. Self-citations

In citing one's own unpublished work, an author must be careful not to imply an unwarranted status of a manuscript. A paper should not be listed as submitted, in anticipation of expected submission. A paper should not be listed as accepted for publication or in press unless the author has received galley proof or page proof or has received a letter from an editor or publisher stating that publication has been approved, subject perhaps only to copy-editing.

d. Duplicate Publication

Researchers should not publish the same article in two different places without very good reason to do so, unless appropriate citation is made in the later publication to the earlier one, and unless the editor is explicitly informed. The same rule applies to abstracts. If there is unexplained duplication of publication without citation, sometimes

referred to as self-plagiarism, a reader may be deceived as to the amount of original research data.

It is improper in most fields to allow the same manuscript to be under review by more than one journal at the same time. Very often journals specify that a submitted work should not have been published or submitted for publication elsewhere, and some journals require that a submitted manuscript be accompanied by a statement to that effect.

An author should not divide a research paper that is a self-contained integral whole into a number of smaller papers merely for the sake of expanding the number of items in the author's bibliography.

5. Conflict of Interest

Academic members of staff may not allow other professional or outside activities to distract their attention from their primary responsibilities towards the University. They should maintain a significant and professionally acceptable presence on campus during each semester in which they are on active duty. Holidays and leave should be in accordance with the University's regulations.

They should create an atmosphere of academic freedom by promoting the open and timely disclosure of the results of their academic activities, by ensuring that their advice to students and postdoctoral associates is not influenced by personal interests, and by disclosing external activities that could affect the free flow of academic information between themselves, students and colleagues.

Researchers may use University resources, including facilities, staff, equipment, information or confidential information as part of contract work, provided that the University is compensated in terms of the provisions of the Rules for Contract Work of the University. Researchers may not use University resources for any purpose other than purposes related to tuition, research or service by the University, unless prior permission has been obtained by the head of the department and/or the dean, as provided by the University's regulations.

Researchers should disclose in good time all potentially patentable inventions that have been discovered or created in the course and within the ambit of their service to the University. Ownership of such inventions should be dealt with in accordance with the policy of University. The inventors will, together with the University, share in the benefits or royalties earned in accordance with the provisions of the University's Intellectual Property Policy.

Researchers should inform the University whether they (or members of their families) have consultation agreements or work in an outside institution, before the following proposed arrangements or agreements between such institutions and the

University will be approved: a) gifts; b) funded projects; c) technology licensing agreements; and d) allocations.

In such cases formal University permission will be required before the proposed arrangements or agreements can proceed.

University researchers should not allow their names to be used as “ghost” authors of manuscripts written or provided by commercial sponsors.

Faculty may be allowed to engage in outside professional activities such as consulting or service on a scientific advisory board, but approval of each such activity from the academic supervisor must be obtained in advance. In no case are University facilities to be used in the conduct of an outside activity, and the University name and logo may be used by outside entities only with permission of designated University officers. Research performed for an external entity should be conducted by means of a sponsored research contract and not by way of consulting. In some schools a contract for consulting must be approved in advance, to ensure, among other things, that remuneration is related to specific services and that legitimate intellectual property rights of the University are not compromised.

6. Obligation to Report

a. Reporting Suspected Misconduct

Reporting suspected research misconduct is a shared and serious responsibility of all members of the academic community. Any person who suspects research misconduct has an obligation to report the allegation to the HoD of the department in which the suspected misconduct occurred or to the Dean of Academic Research. Allegations are handled under procedures described in the University's Policy. All reports are treated confidentially to the extent possible, and no adverse action will be taken, either directly or indirectly, against a person who makes such an allegation in good faith.

b. Correction of Errors

If a finding of error, either intentional or inadvertent, or of plagiarism should be made subsequent to publication, the investigator has an obligation to submit a correction or retraction in a form specified by the editor or publisher.

7. Responsibilities of a Research Investigator

An investigator who leads a research group has leadership and supervisory responsibilities with respect to the research performed by members of the group. A principal investigator must not only put together the research group but also arrange for the assembly of an adequate financial and administrative structure to support the

research. A supervisor not only provides guidance and advice to individual members of the group in the responsible conduct of the research but also has ultimate responsibility for the scientific integrity of the whole research project. He or she should thus take all reasonable steps to check the details of experimental procedures and the validity of the data or observations reported by members of the group, including periodic reviews of primary data in addition to summary tables, graphs, and oral reports prepared by members of the group.

An investigator serves not only as a research manager with respect to members of the research group but also as a mentor responsible for the intellectual and professional development of graduate students, postdoctoral fellows, and junior faculty in the group, including awareness and sensitivity to issues in research ethics.

A researcher should be open to collaborative work with investigators having different but complementary skills at the University.

8. Responsibilities to Funding Agencies

An investigator should be aware that the same standards of accuracy and integrity pertain to grant applications and proposals as to manuscripts submitted for publication. Reporting of results of experiments not yet performed as evidence in support of the proposed research funding, for example, is considered to be fabrication and is subject to a finding of research misconduct, even if the proposal is subsequently rejected for funding or is withdrawn before full consideration for funding is completed. The same definition of plagiarism applies to an application or proposal, including background and methodological sections, as to a publication.

An investigator must submit progress and final research reports to a sponsor at times specified in the award. He or she must authorize expenditures in a manner consistent with the approved budget and should review financial reports carefully.

Investigators, who enter into agreements with commercial sponsors of research, as negotiated by the Office of Research, should familiarize themselves with the special terms of such agreements, such as those, for example, concerning reporting of results, disclosure of inventions, and confidentiality. Failure to comply with the provisions might sometimes constitute a breach of contract or might compromise the University's claims to intellectual property.

Part C

CODE OF CONDUCT AND PROFESSIONAL ETHICS COMMITTEE

A code of conduct and Ethics Committee shall be in place to oversee the dissemination and implementation of the code of ethical conduct in the institution.

Members of the Code of Conduct and Ethics Committee

1. Principal (Nodal officer)
2. Vice principal
3. HODs
4. Office Superintendent
5. All Academic Departments
6. Hostel Wardens
7. IQAC Coordinator (Convener)
8. Staff Secretary
9. Staff Representative

Responsibilities of the Code of Conduct and Professional Ethics Committee

It is the responsibility of the code of conduct and professional ethics committee to identify and articulate the code of conduct and the policy on the ethical conduct for the major stakeholders of the College-students, faculty, administrators and office staff. The committee also should disseminate the appropriate code of conduct on the campus. The committee should review and incorporate the changes at specific intervals. The committee shall monitor and ensure that the stakeholders adhere to the code of conduct by disseminating them in the form of notices circulars, holistic education classes etc.

The committee shall also assist the Discipline Committee in undertaking appropriate disciplinary actions in cases of violations of any code of conduct. The committee shall take the initiative to plan and organize professional ethics programme for students, teachers, administrators and administrative staff. The committee shall also monitor the implementation of the induction programme of students, invitation of alumni for student interaction programmes, departmental induction programmes, placement orientations and the conduct of exit evaluations. The committee shall also monitor the annual strategic planning and induction programme of the new faculty members and the staff.

Annexure

Professionalism:

A profession is a vocation founded upon specialized educational training, the purpose of which is to supply objective counsel and service to others, for direct and definite compensation.

Attributes of a profession:

1. The work requires sophisticated skills, the use of judgment, and the exercise of discretion. Also, the work is not routine and is not capable of being mechanized;
2. Membership in the profession requires extensive formal education, not simply practical training or apprenticeship;
3. The public allows special societies or organizations that are controlled by members of the profession to set standards for admission to the profession, to set standards of conduct for members, and to enforce these standards; and Significant public good results from the practice of the profession.

Engineering as a profession:

Skill set: Engineering requires educational qualifications and extensive and sophisticated skills.

Judgment: The essence of engineering design is judgment: how to use the available materials, components, devices, etc. to reach a specified objective.

Discretion: Engineers are required to keep their employer's or client's intellectual property and business information confidential.

Safety: The primary concern of an engineer is the safety of the public that will use the products and devices he designs.

Responsibility: The work of engineers serves the public good by delivering goods and services.

Ethics: Ethics, also known as moral philosophy, is a branch of philosophy that involves systematizing, defending and recommending concepts of right and wrong conduct. The term comes from the Greek word ethos, which means “character”.

IEEE-code of Ethics

1. To accept responsibility in making decisions consistent with the safety, health and welfare of the public and to disclose promptly factors that might endanger the public or the environment.
2. To avoid real or perceived conflicts of interest whenever possible, and to disclose them to affected parties when they do exist.
3. To be honest and realistic in stating claims or estimates based on available data.
4. To reject bribery in all its forms.
5. To improve the understanding of technology, its appropriate applications and potential Consequences.
6. To maintain and improve technical competence and to undertake technological tasks for others only if qualified by training or experience or after full disclosure of pertinent limitations.

7. To seek, accept and offer honest criticism of technical work, to acknowledge and correct errors, and to credit properly the contributions of others.
8. To treat fairly all persons regardless of such factors as race, religion, gender, disability, age or national origin.
9. To avoid injuring others, their property, reputation or employment by false or malicious action.
10. To assist colleagues and co-workers in their professional development and to support them in following this code of ethics.

Engineering Council of India (ECI) -Code of Ethics:

Preamble

Engineering is a profession that puts scientific knowledge to practical use. Professional Engineers and Consulting Engineering Organisations, in the pursuit of their profession, affect the quality of life of all people in the society and the quality of all sectors of the economy. Therefore, ethics are fundamental to the values of the profession. Accordingly, the services provided by Professional Engineers and Consulting Engineering Organisations (referred to as 'Engineers') should adhere to the following code of ethics while dealing with the public, clients, employers, employees and the associates.

Article 1: Social Responsibility to Uphold Ethical Values of the society

- 1.1. Public safety:** Engineers shall ensure the safety, health and welfare of the public in the performance of their professional duties.
- 1.2. Compliance with social order:** Engineers shall abide by the laws of the land in which the work is performed, respect the local customs, uphold the human rights, safeguard public property, abjure violence and acts of terrorism.
- 1.3. Impartiality and fairness:** Engineers shall treat fairly all persons regardless of such factors as race, caste, religion, state, gender or national origin.
- 1.4. Environment protection & Improvement:** Engineers shall strive to maintain clean, healthy and safe environments and comply with the statutory requirements.
- 1.5. Environment Safeguards:** Engineers shall disclose any factor that endangers the environment.

Article 2: Responsibility to Maintain High Standards of professional Quality

- 2.1. Development of Technical and management skills:** Engineers shall maintain state-of-art professional skills, continue professional development and provide an opportunity for the professional development of those working under their command.
- 2.2. Undertake Assignment Where Professionally competent:** Engineers shall perform service only in the area of their technical competence or after full disclosure to their employers or clients of their own limitations.
- 2.3. Performance Responsibility:** Engineers shall seek work through fair and proper methods and shall take full responsibility for the task undertaken by them.
- 2.4. Proper Verification of Documents and Production Processes:** Engineers shall approve only those designs, which safely and economically meet the requirement of

the client and shall not approve any engineering document, design, materials, stages of work which they consider it to be unsound.

Article3: Obligation to Maintain High Standards of personal Behaviour in a responsible manner

- 3.1. Honesty and Integrity in Professional Dealing: Engineers shall maintain a high degree of honesty and personal integrity in all their professional dealings. They shall not accept or give bribes in any form.
- 3.2. Compensation for Services Rendered: Engineers shall not engage in unhealthy competition
- 3.3. Professional Opinion: Engineers shall seek and offer honest criticism of technical work, acknowledge errors and give credit properly for the contribution of others. where necessary engineers shall issue public statements in an objective and truthful manner.
- 3.4. Professional Relationship with the employer: Engineers shall act faithfully as trustee of the employer /client on professional matters.
- 3.5. Information Communication with Employers: Engineers shall keep their employer and client fully informed on all matters relating to the progress of business including financial aspects, which may affect the assigned work.
- 3.6. Mutual Obligation and Trust: Engineers shall not, maliciously or falsely, injure the professional reputation of another engineer or organization
- 3.7. Self Promotion: Engineers shall build their reputation based on the merits of services to the customers and shall not falsify or mis represent their contribution.
- 3.8. Employers Business Secrets: Engineers shall not disclose by any means, confidential information of the employer or client unless otherwise authorized
- 3.9. Personal conflict: Engineers shall disclose real or perceived conflicts of interests to affected parties and avoid these where possible.

Expected outcome:

Imbibing moral and ethical qualities among students and prepare them as ethical leaders

Naveenk

Dr. Naveen Kilari
Principal