



7.1.9 Details of the Monitoring Committee, Professional ethics programmes, if any

PROFESSIONAL ETHICS PROGRAMME OF DEV SAMAJ COLLEGE OF EDUCATION, CHANDIGARH

Professional ethics encompass the personal and corporate standards of behavior expected by professionals. It provides rules on how a person should act towards other people and institutions in such a principled and conscientious environment. Unlike values, professional ethics are often codified as a set of rules, which a particular group of people use. This means that all those in a particular group will use the same professional ethics, even though their values may be unique to each person. The concept of professionalism often relates to your conformity to workplace norms concerning your treatment of others and the workplace. This includes showing up on time, dressing well, keeping your working area clean and sending email messages without typos and without exposing the addresses of others.

There is a committee to monitor adherence to the Code of Conduct and professional ethics.

The committee is as follows:

- Principal-Convener
- Dean Student Welfare
- Dean Academics
- Discipline Committee Members
- House on Duty Teacher In charges

There are some universal ethical principles that apply across all professions:

HONESTY:

Honesty is a facet of moral character that connotes positive and virtuous attributes such as integrity, truthfulness and straightforwardness, including straight forwardness of conduct, along with the absence of lying, cheating, theft, etc. Honesty also involves being trustworthy, loyal, fair, and sincere. It's about being real with yourself and others about who you are, what you want and how you need to live your most authentic life. Honesty promotes openness, empowers us and enables us to develop consistency in how we present the facts. The Employees of DSCE are expected to truthfully communicate the challenges

and present the solution with honesty, students will in turn become loyal enthusiasts. Teachers who have a heart and stand by their values and intentions form relationships with their students based on truth. No amount of showiness can replicate this.

ADHERENCE TO THE LAW :

The foremost quality of a good professional is to be responsible for exhibiting how to be respectful, courteous and kind law-abiding citizens. DSCCE accentuates that the Employees should follow the laws in order to maintain a safer world for everyone and be kind at all times. Adherence means developing law-abiding skills. They should be mindful of the things they say and do while setting up consequences such as time outs and discipline the students appropriately.

ACCOUNTABILITY :

In ethics and governance, accountability is answerability, blameworthiness, liability, and the expectation of giving a true statement or to be subject to giving an account or having the obligation to report, explain or justify something. According to the philosophy of DEV SAMAJ, accountability at work is essentially about ownership and initiative taken up by the employees stepping up, and doing what is best for the institute. An accountable professional will always take responsibility of results and outcomes and that he/she won't presume this to be purely the concern of management.

TRUSTWORTHINESS :

Trustworthiness is an upstanding and righteous value considered to be a virtue. As per the perpetuated theory of Dev Dharma a trustworthy person is someone in whom you can place your trust and rest assured that the trust shall not be betrayed. DSCE Employees are supposed to be trustworthy professionals. A professional can prove his trustworthiness by fulfilling an assigned responsibility - and as an extension of that, not to let down expectations. Honesty, Integrity and Truthfulness are the three fundamental values that define the moral character and trustworthiness of DSCE Professionals.

RESPECT FOR OTHERS :

Receiving respect from others is important because it helps us to feel safe and to express ourselves freely. In DSCE, respect means that you accept somebody for who they are, even when they're different from you or you don't agree with them. The employees should earn their respect with their good behavior. Respect in institutional relationships builds feeling of trust, safety, and well-being.

COMMITMENT :

Commitment means alignment to goals and adherence to ethical principles during the activities. One should have the conviction without an iota of doubt that one will succeed. Holding sustained interest and firmness, in whatever ethical means one follows, with the fervent attitude and hope that one will achieve the goals, is commitment. It is the driving force to realize success. At DSCE this is a basic requirement sought for from all the employees of any profession. The commitment of top management will naturally lead to committed employees, whatever may be their position or emoluments.

VALUING TIME :

Time is a rare resource. It cannot be stored or recovered. Hence, time is the most perishable and the most valuable asset of life. This resource is continuously being spent, whether any decision or action is taken or not. The history of great reformers and innovators has stressed the importance of time and valuing time. DSCE considers that time management is the key to increase effectiveness, efficiency or productivity of a profession which further produces positive results at the workplace.

PASSION:

Passion is a feeling of intense enthusiasm or compelling desire for completion of the work. Passion defines the performance enhancing aspects and work enjoyment. When an individual is passionate about their occupation they tend to work tirelessly to produce best outcomes in more work satisfaction scenario. DSCE believes in providing such a scenario where the professionals can work with Passion as it only emanates from a belief in a cause or the enjoyment one feels from performing certain tasks to improve their skills, overcome adversity, and find meaning in their work and life.

BE COMPETENT AND IMPROVE CONTINUALLY

Competence is the Keyword for DSCE Professionals to do a job properly, it is a combination of knowledge, skills and behavior which is used by the employees to improve their performance in their field. Competency grows through experience and to the extent one is willing to learn and adapt. Continuous self-development is a pre-requisite in DSCE in aspiring professional services at all times.

ALWAYS BE ETHICAL

DSCE stands tall and the most sought for institution because of its ethical organizational skills. Ethical behavior is, acting within certain moral codes in accordance with the generally accepted code of conduct or rules. It is always safe for an employee to "play by the rules". DSCE takes this as the best policy and a clear moral conscience as well as the right way to go in one's profession. This may cause friction in some organizations but will always stand by the right moral decisions and actions of their employees.

SET GOOD EXAMPLES

Applying the foregoing rules will help the employees at DSCE, improve their professionalism within the organization but it is not complete until one impresses impact of knowledge on those around and below. One must show and lead by good example. Being a professional is about living an exemplary live within and without the organization. Professionalism is highly

valued by every organization today and professionals are hardly out of work. Apply these golden rules of ethics and enjoy a wonderful, professional and prosperous career.

WORK ETHICS

Work ethics is defined as a set of attitudes concerned with the value of work, which forms the motivational orientation. It is a set of values based on hard work and diligence. It is also a belief in the moral benefit of work and its ability to enhance character. A work ethic may include being reliable, having initiative, or pursuing new skills. The work ethics is aimed at ensuring the economy (get job, create wealth earn salary), productivity (wealth, profit), safety (in workplace), health and hygiene (working conditions), privacy (raise family), securing (permanence against contractual, pension, and retirement benefits), cultural and social development (leisure, hobby, and happiness), welfare (social work), environment (anti-pollution activities), and offer opportunities for all, according to their capabilities, but without discrimination.

Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotion. Workers who fail to exhibit a good work ethic may be regarded as failing to provide fair value for the wage, the employer is paying them and should not be promoted or placed in positions of greater responsibility. Work ethic is not just hard work but also a set of accompanying virtues, which has a crucial role in the development and sustenance. Social inculcation of this value is considered to enhance character through hard work that is respective to an individual's field of work.

BENEFITS OF PROFESSIONAL ETHICS:

- Helps to build trust and credibility among stakeholders, and enhances the overall stature of the institution.
- Establishes a baseline for common decency, respect, fairness, and integrity in the Educational Institutions.
- They provide a basis for positive and shared expectations about the nature of service environment.
- Represents a kind of collective, time-tested wisdom that is passed on to new professionals.
- It can foster an environment of trust, ethical behavior, integrity, and excellence.
- Implements a strong incentive to ensure ethical treatment of its employees, students, partners, as well as the public.
- Reassures potential employees that they won't be discriminated, bullied, or subjected to any other type of workplace harassment.
- Develops high-integrity and helps the professionals become socially responsible and globally considerate beings.