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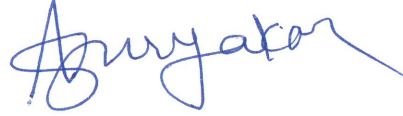
Date: 17th August, 2021**CERTIFICATE**

This is to certify that the extracts of **Code of Professional Ethics** are attached herewith from the approved Bye-Laws Document of 2019 as follows:

Extracts of Code of Professional Ethics from the Bye-law No. 03/2015 from the amended and approved Bye-Laws (2019) (page Nos. 44 – 47) of the Vidyapeeth (approved by the Board of Management at its meeting held on 12th April, 2019 vide Resolution No. 17-19) of Dr. D. Y. Patil Vidyapeeth, Pune

The said **Bye-laws (2019) Document** is **notified and published for all concerned by the Registrar** of the Vidyapeeth with **Notification page**. The booklet is uploaded on the Vidyapeeth's website and are open in public domain.

Therefore, there is no separate attestation done by the Registrar on this booklet.



(Dr. A. N. Suryakar)
Registrar
Dr.D.Y.Patil Vidyapeeth
(Deemed to be University)
Pimpri, Pune- 18.



(Dr. N. J. Pawar)
Vice Chancellor
Dr. D. Y. Patil Vidyapeeth
(Deemed to be University)
Pimpri, Pune- 18.

DPU


Dr. D. Y. PATIL VIDYAPEETH, PUNE

(Deemed to be University)

(Re-accredited by NAAC with a CGPA of 3.62 on a four point scale at 'A' Grade)

(An ISO 9001:2015 and 14001:2015 Certified University)




(Dr. A. N. Suryakar)
Registrar
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(Deemed to be University)
Pimpri, Pune

Bye-Laws

NOTIFICATION

WHEREAS in pursuance of the UGC (Institutions Deemed to be University), Regulations, 2019, the Board of Management is the principal organ of management and the apex executive body of the Institution Deemed to be University, with powers to make rules of the Institution Deemed to be University.

AND WHEREAS the Board of Management is the final decision making body of the Institute in respect of every matter of the Institution Deemed to be University, including in the academic, administrative, personnel, financial, developmental matters.

AND WHEREAS Bye-Laws No. 01/2015 to No.10/2015 of Dr. D. Y. Patil Vidyapeeth, Pune (Deemed to be University) have been approved by the Board of Management at its meeting held on 29th December, 2015.

AND WHEREAS UGC had published UGC (Institutions Deemed to be Universities) Regulations, 2016 on 11th July, 2016.

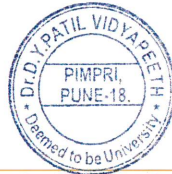
AND WHEREAS the Vidyapeeth had amended its Bye-Laws and the same were approved by the Board of Management at its meeting held on 27th December, 2018.

AND WHEREAS UGC had again published UGC (Institutions Deemed to be Universities) Regulations, 2019 on 20th February, 2019.

AND WHEREAS as per UGC Regulations, 2019, the Vidyapeeth has amended its Bye-Laws with modifications / insertions / replacement. These Bye-Laws were approved by the Board of Management at its meeting held on 12th April, 2019 vide its resolution No. BM-17-19.

- Bye Law No. **01/2015** is **repealed** and **replaced** by the Bye Law No. **01/2019**
- Sub-clauses i.e. **2.2 (b), 2.2 (c), 2.2 (f)** have been inserted in Bye Law No.**02/2015**.
- The sub-clauses i.e. **2.9.4 of IQAC Director / Coordinator, 2.9.5 of Director (Security & Vigilance) and 2.9.6 of Director (University Centre for Professional Education & Faculty Development)** under **Clause No. 2.09** i.e. **SUCH OTHER OFFICERS OF THE VIDYAPEETH** have been added in Bye Law No.**02/2015**, as per the Resolution No. BM-52-18 approved by the Board of Management at its meeting held on 27th December, 2018.

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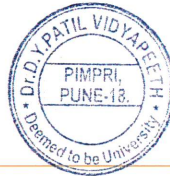
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- Sub-clause i.e. **3.2. I of Promotion Policy** has been inserted in Bye Law No.03/2015 as per the UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018.
- Sub clauses i.e. **4.23.1/2015** regarding “Composition of the Grievance Committee at Vidyapeeth Level” and **4.23.2/2015** regarding “Grievance Committee at Constituent College/Institute Level” of Bye Law No.04/2015 are repealed and replaced by **4.23.1/2018** and **4.23.2/2018** as per the Resolution No. BM-52-18 approved by the Board of Management at its meeting held on 27th December, 2018.
- Sub clause No. **4.23.3/2019** regarding **University Student Grievance Redressal Committee** and sub clause No. **4.23.4/2019** regarding **Institutional Student Grievance Redressal Committee** have been inserted in Bye Law No.04/2015, as per UGC (Redress of Grievances of Students), Regulations 2019 dated 6th May, 2019, duly approved vide Resolution No. BM-33(vii)-19 by the Board of Management at its meeting held on 30th July, 2019.
- Sub-clauses i.e. **4.15** regarding “Inflection of major penalties without holding enquiry”, **4.16** regarding “Disciplinary Authority” and **4.21** “Appeal” of Bye Law No.04/2015 have been modified as per the Resolution No. BM-17-19 approved by the Board of Management at its meeting held on 12th April, 2019.
- A note regarding **admissions through NEET examinations** has been inserted with reference to the Supreme Court Writ Petition No. 267/2017 dated 9th May, 2017 and subsequent a letter F.No. C-18018/21/2017-MEC dated, 13th June, 2017 received from Directorate General of Health Services (DGHS).
- Sub-clause i.e. **7.1.1(1.1)** regarding “**Procedure for Starting a New Academic Programme / Department**” has been inserted in Bye Law No.07/2015.
- Sub-clause i.e. **9.1.24** regarding “**providing photo copies of assessed theory answer books**” has been inserted in Bye Law No.09/2015.
- Sub-clause i.e. **9.1.9** regarding “**Double Evaluation System**” of Bye Law No.09/2015 has been modified.
- Sub-clause i.e. **9.1.25** regarding “**National Academic Depository (NAD)**” has been inserted in Bye Law No.09/2015.

Contd...3/-


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The following Bye-Laws will be useful to all the concerns.

Bye Law No.	Description
01/2019	Authorities of the Dr. D. Y. Patil Vidyapeeth, Pune
02/2015 (amended upto July 2019)	Officers of the Vidyapeeth
03/2015 (amended upto July 2019)	Qualifications, Experience, Mode of Selection, Power and Functions of the Academics Posts in Constituent Colleges/Institutes of the Vidyapeeth
04/2015 (amended upto July 2019)	Conduct of the Employees of the Vidyapeeth
05/2015	Service Laws (Employees-Contractuals)
06/2015 (amended upto July 2019)	Admissions
07/2015 (amended upto July 2019)	Academic and Administration of Students
08/2015	Academic Calendar of the Vidyapeeth
09/2015 (amended upto July 2019)	Examinations
10/2015	Disciplined Conduct of the Student

This will come into force with immediate effect.


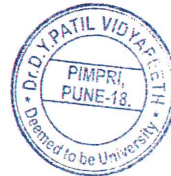


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Registrar
REGISTRAR

Copy to:

1. PS to Chancellor for kind information of Hon'ble Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
2. PS to Vice Chancellor for kind information of Hon'ble Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
3. Controller of Examinations, Dr. D. Y. Patil Vidyapeeth, Pune.
4. Finance Officer, Dr. D. Y. Patil Vidyapeeth, Pune.
5. Director (IQAC), Dr. D. Y. Patil Vidyapeeth, Pune.
6. All the Heads of the Institutes
7. Web Master for uploading on Website.




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Dr. D. Y. Patil Vidyapeeth, Pune

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- ii) Four members of the Selection Committee consisting of at least two experts shall form the quorum.

3.2.D Procedure of appointment

- i) All posts of the teachers shall be widely advertised in two news papers (a local or state level and in a national level). The details of the essential and desirable qualifications, if any, may be given in the advertisement or uploaded on the Vidyapeeth website. Reasonable time shall be allowed to applicants to submit their applications.
- ii) The date of the meeting of the Selection Committee shall be fixed by the Dean/ Director respectively, in consultation with the Vice Chancellor so as to allow notice of seven days to each member and to the candidates. The information about each candidate, called for an interview, shall be compiled in tabular form and shall be supplied to each member at least seven calendar days in advance by the Vidyapeeth.
- iii) The Selection Committee shall interview and adjudge the merit of each candidate, in accordance with the qualifications and experience mentioned in the advertisement, and report to the appointing authority the names arranged in order of merit.
- iv) Selection Committee's report shall be placed to the Board of Management, for approval. (Annexure A.)
- v) The Appointing Authority, i.e., the Vice-Chancellor, shall appoint from amongst the persons recommended, in accordance with the order of merit, the number of persons required to fill in the posts (Annexure B).
- vi) **Pay Scales for the Teaching Staff:**

I. Pay Scales, allowances and other financial benefits for various categories of teaching staff as prescribed by the UGC/AICTE. Details are as follows:

Sr.No.	Designation	Pay Scale
1	Professor	PB-37400 - 67000 AGP - 10000
2	Associate Professor	PB - 37400 - 67000 AGP - 9000
3	Assistant Professor	PB - 15600-39100 AGP 6000/7000/8000

3.2.E The Code of professional Ethics

- i) **Preamble: Goal of Higher Education in our country:**

The basic purpose of education is to create skill, 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 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.

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Higher education should strive for academic excellence and progress of Health Sciences. 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 societal needs.

ii) Responsibilities of the Faculties :

(a) Within the teachers;

Whoever adopts teaching as a profession assumes the obligations to conduct himself/herself 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/her precepts and practice. The national ideals of education, which have already been set forth and 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 achieve continuous professional growth through study and research;
- iv) participate in and express free and frank opinion at professional meetings, seminars, conferences, etc. and thereby try to make their contribution towards creation and/or spread of knowledge;
- v) be active in professional organizations and strive to improve the quality of education and profession through them;
- vi) inculcate discipline and spirit of intellectual enquiry among students;
- vii) perform their duties in respect of teaching, tutorials, practicals and seminars conscientiously and with dedication;
- viii) co-operate with colleagues and assist them in carrying out functions relating to the educational responsibilities of the college/institute and the Vidyapeeth, such as, assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of Vidyapeeth and college examinations, including supervision, invigilation and evaluation; and
- ix) participate in extension, co-curricular and extra-curricular activities including community service.

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(b) Within the Teachers and Students:

Teachers should:

- i) respect the right and dignity of the student 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 attainment, develop their personalities and at the same time contribute to community welfare;
- v) inculcate among student's 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 them for any reason;
- vii) pay attention to only the attainment of students in the assessment of merit;
- viii) make themselves available to students even beyond their class hours and help and guide students without any remuneration or reward;
- ix) make students to develop an understanding of our national heritage and national goals;
- x) refrain from inciting students, colleagues or administration.


(c) Within the Teachers and Colleagues:

Teachers should:

- i) treat other members of the profession in the same manner as they themselves want to be treated;
- ii) speak respectfully of other teachers and render assistance for professional betterment, refrain from lodging unsubstantiated allegations against colleagues to higher authorities;
- iii) refrain from allowing consideration of caste, creed, religion, race or sex in their professional endeavour.

(d) Within the Teachers and Authorities:

- i) should discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession; initiating steps through their own institutional bodies and/professional organizations for change on any such rule detrimental to the professional interest;


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- ii) refrain from undertaking any other employment and commitment including private tuitions and 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) should obtain prior permission of the higher authorities of the Vidyapeeth for 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 in conformity with dignity of the profession;
- vi) adhere to the conditions of contract;
- vii) give and expect due notice before a change of position is made; and 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.


iii) Superannuation:

The age of superannuation of the teacher shall be as prescribed by respective Council/UGC from time to time. If after superannuation, Vice Chancellor wants to reemploy a particular person he shall not be entitled for the benefits of Gratuity, Provident Fund and increments.

3.2.F Probation:

The period of probation for the employee, shall be of 2 Years, on the expiry of which he/she will be deemed to be confirmed unless after assessment of his/her work by the competent authority, his/her services are terminated by giving him/her One month's notice or One month's salary in lieu of notice.

- i) The Dean/Director/ Principal of the constituent college/ Institute shall maintain Assessment Reports of the Employee on probations in the proforma prescribed for the purpose by the Vidyapeeth, for every six months and shall send to the Registrar at least two months before the date of expiry of the period of probation, with definite recommendations for confirmation in service or otherwise.
- ii) In case the employee appointed on probation for a period of less than 2 years is not to be confirmed at the end of his/her probation or his/her probationary period is to be extended, a confidential report justifying the decision should be attached and such cases be referred to the Vice-Chancellor for further instruction.
- iii) The Competent Authority shall be the deciding authority in these cases. In the case of employees of constituent College/Institute, the Dean/Director/ Principal will maintain Assessment Reports in a similar manner and shall forward the recommendations to the Vice Chancellor for further instructions, who will be the deciding authority in these cases.


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