



NATIONAL LAW UNIVERSITY DELHI (NLUD)

Code of Conduct, and Professional Ethics Policy (CCPEP)

आत्मवत् सर्वभूतेषु, यः पश्यति सः पण्डितः

(One who sees all beings, as the self is the learned person)

April 2024

CONTENTS

NAAC	3
Abbreviations	3
Definitions	3
Stakeholders	4
Introduction, Objectives, and Rationale.....	4
Policy	4
General Principles of the code of conduct for all stakeholders	4
Administrative staff	6
Faculty	6
Other employees and workers	7
Students	8
University leadership	8
University as an entity	10

NAAC

Manual for Legal Education Universities (applicable for institution submitting IIQA from 1st August 2023 onwards) lists the following under point number 7.1.10 QnM ‘The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. 1. The institutional Code of Conduct principles are displayed on the website 2. There is a committee to monitor adherence to the institutional Code of Conduct principles 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized’

ABBREVIATIONS

1. MHRD - Ministry of Human Resource Development
2. NAAC - National Assessment and Accreditation Council
3. NLUD - National Law University, Delhi
4. POSH Act, 2013 - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act
5. UGC - University Grants Commission

DEFINITIONS

1. **Competent Authority:** The Vice Chancellor of NLUD, or a duly designated person in the context of this policy.
2. **Employees:** A person employed for performing any duties in NLUD.
3. **Faculty:** A person teaching in NLUD.
4. **Members of the administration:** A person employed for performing administrative duties in NLUD.
5. **Other Employees:** A person employed for performing all other duties not covered under above points 2, 3, and 4 in NLUD.
6. **Stakeholder:** A person associated with the university.
7. **Students:** A person registered as a student in NLUD.
8. **Third party workers:** A person not engaged on a regular, and permanent basis for providing various services to NLUD, including, but not limited to the consultants, volunteers, apprentices, interns, etc.
9. **University Leadership:** The Vice Chancellor is the academic and administrative leader of the university, and the Registrar represents the administrative leadership of the university under the Vice Chancellor.
10. **University:** National Law University Delhi (NLUD).

STAKEHOLDERS

Ethics are an all-encompassing field of human behaviour and conduct, and that is the guiding force of any institution, and its governing principle. In view of this it is stated that all people reasonably associated with the university are listed as the stakeholders, and namely they are: the University leadership, Faculty, Members of the administration, Other employees, Third party workers, Students, etc.

INTRODUCTION, OBJECTIVES, AND RATIONALE

The University has a prescribed code of conduct for the students, teachers, administrators, and other staff, etc., and proposes to conduct periodic programmes in this regard.

This policy is the general guiding framework for coworking, and coexistence on the campus, and in all areas of activity of the university. It applies to all stakeholders, and other appropriate persons concerned with the university. However, the policies regarding hostels, discipline, prevention of sexual harassment, service rules, and all other specific policies and guidelines shall apply in their domains, as stipulated, and in case of any conflict the competent authority shall be the final deciding authority.

POLICY

1. The principle of equality, and equity shall remain the ultimate guiding principle of this policy.
2. All stakeholders are equal, and all of them are expected to uphold the spirit of this policy.
3. Since the roles and responsibilities of different stakeholders are different hence these stakeholders are listed separately in this policy.
4. Expression of opinions and free communication should be promoted, protected, and encouraged by the university.

GENERAL PRINCIPLES OF THE CODE OF CONDUCT FOR ALL STAKEHOLDERS

1. Respecting the ideals of the Constitution of India.
2. Keeping the good of the nation, society, and the University paramount in all our actions, and upholding the national and institutional ideals, policies, guidelines, acts, statutes, and ordinances.
3. Practicing equality, inclusivity, impartiality, and non-discrimination in all actions, deeds, and behaviours.

4. Upholding compassion, fraternity, tolerance, coexistence, and harmony on the campus.
5. Respecting the dignity, and rights of others
6. Upholding the principles of honesty and diligence in delivering the assigned duties.
7. Upholding the principles of fairness, equity, and justice.
8. Upholding the principles of integrity, and professional ethics.
9. All stakeholders should strive to promote cordiality, fraternity, courtesy, and professional cooperation with all persons in the university. They should pay attention to their personal, and professional growth, and should work towards an environment conducive for the growth of others, and the institution in general.
10. Care, gentleness, and politeness, are expected of all stakeholders in dealings with each other. Any words, behaviours, and actions that belittle, or hurt anyone's sentiments should be avoided. The principle of 'Live and Let Live' should be followed by everyone.
11. No stakeholder shall enter into an activity that is in conflict of interest of the University, or is contrary to the vision, and mission of the University.
12. Everyone should strive to promote communication amongst all stakeholders. They should feel free in expressing their opinions, for the overall good of the institution, in a sensitive, positive, and constructive manner.
13. Professional decorum and demeanour should be followed by all stakeholders.
14. Privacy and dignity of all stakeholders must be upheld as sacrosanct.
15. All stakeholders should strive to make NLUD a ragging, and harassment free zone of any type, including verbal, or in deeds.
16. Chemical Substance, tobacco, alcohol, and drug abuse should be denounced, discouraged, and shunned. All steps should be taken to create awareness, and to eradicate this menace from the society.
17. Anti-Sexual harassment policy of NLUD, IT policy of NLUD, guidelines of UGC, guidelines of MHRD and POSH act should be followed in letter and spirit.
18. It shall be the responsibility of all members and stakeholders of NLUD to ethically disclose their health status to the competent authority, where there is a risk of infection or danger to public health. It shall also be their responsibility to ensure their own isolation if required, and prevent spread of infection and threat to the health and life of others in all possible ways.
19. All stakeholders and members of NLUD should work towards enhancing their own safety, and the safety and security of the persons and properties of, and on NLUD.
20. All stakeholders shall maintain appropriate confidentiality of documents and information, as per their roles and responsibilities in the University, wherever applicable.
21. Service rules should be followed with a spirit of professionalism by all employees.
22. All valid, justifiable, and necessary information, documents, and support should be provided to the University administration, and duly assigned persons, wherever required, without delay, and on a priority basis.

ADMINISTRATIVE STAFF

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. Confidentiality: all members of the administrative staff shall maintain appropriate confidentiality of documents and information, as expected according to their service rules.
3. Service rules should be followed with a spirit of professionalism by all employees.
4. Administrative staff should provide all help and support for all stakeholders, towards the promotion of academic excellence of the university, and individual stakeholders.
5. Punctuality, regularity, and assigned duties should be followed with diligence.
6. Conflict of interest must be avoided in all possible situations, and established ethical practices should be appropriately applied, e.g. concerning examination, marks, and personal information of the stakeholders and their families.
7. Members of administration should contribute towards the functioning of the university, and its statutory bodies by contributing towards its various administrative and academic activities like examination, admission, alumni, events, counselling, policy formulation, etc., as required.
8. Administrative staff should abide by the Act, Statute, and Rules of the University, and respect its ideals, visions, mission, cultural practices, and traditions.

FACULTY

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. Holistic development of the students shall remain the prime concern of the faculty members.
3. Faculty members should follow best teaching practices.
4. Faculty should maintain ideological neutrality, and should remain objective in their teaching. The faculty members should try to present all possible perspectives to the students on a particular issue.
5. They should participate in, and promote community services and extension activities.
6. Punctuality, and regularity in the class, and assigned duties should be followed with diligence.
7. Teachers should put themselves not only in the role of information providers, but also of knowledge generators, mentors, guides, motivators, and counsellors.
8. A humanistic approach should be followed in teaching.
9. Faculty members should contribute towards the functioning of the university, and its statutory bodies by contributing towards its various administrative and academic activities like examination, admission, alumni, events, counselling, policy formulation, etc., as required.

10. Conflict of interest must be avoided in all possible situations, and established ethical practices should be appropriately applied, e.g. concerning examination, marks, and personal information of the students and their families.
11. Professional and academic growth should be strived for by indulging in active research, teaching, writing, and publishing. Participation, formation, and contribution towards the professional bodies should be undertaken actively by the faculty.
12. No faculty member should entertain or encourage the students to practice undignified behaviour against any colleague, or member of the staff.
13. Peaceful and friendly environment should be promoted by the teachers amongst the students.
14. Teachers should not discriminate against any class, or category of students.
15. Research should be diligently done, in an honest and systematic manner, shunning all plagiarism and malpractices, and such values should be transmitted to the students.
16. Faculty members should abide by the Act, Statute, and Rules of the University, and respect its ideals, visions, mission, cultural practices, and traditions.

OTHER EMPLOYEES AND WORKERS

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. All other employees, and workers shall maintain appropriate confidentiality of documents and information, as expected according to their Rules of service/contract/association.
3. Rules of service/contract/association should be followed with a spirit of professionalism by all other employees, and workers.
4. All other employees, and workers should provide help and support for stakeholders, towards the promotion of academic excellence of the university, and individual stakeholders.
5. Punctuality, regularity, and assigned duties should be followed with diligence by all other employees, and workers.
6. Conflict of interest must be avoided in all possible situations, and established ethical practices should be appropriately applied, e.g. concerning examination, marks, and personal information of the stakeholders and their families.
7. All other employees, and workers should contribute towards the functioning of the university, and its statutory bodies by contributing towards its various administrative and academic activities like examination, admission, alumni, events, counselling, policy formulation, etc., as required.
8. They should abide by the Act, Statute, and Rules of the University, and respect its ideals, visions, mission, cultural practices, and traditions.

STUDENTS

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. Holistic development of the self shall remain a constant and important endeavour of the students.
3. Students should follow best learning practices.
4. Students should develop objectivity, and a balanced outlook.
5. They should participate in and promote community services and extension activities.
6. Punctuality and regularity in the class, and assigned works should be followed.
7. Students should put themselves not only in the role of information receivers, but also of knowledge generators.
8. They should contribute towards the functioning of the university by developing a spirit of willing cooperation, and participation in all appropriate university activities.
9. The students should participate in sharing, and providing the information to the university and its bodies when required for its own databases, or for other specific purposes, such as for research, and to fulfil the requirements of government bodies like the UGC, MHRD, etc.
10. Professional and academic growth should be strived for by indulging in active learning, research, writing, and publishing. Students should be open to initiate startups, and in participation, formation, and contribution towards the professional bodies.
11. No students should practice undignified, disrespectful, or contemptuous behaviour against any fellow student, teacher, staff, or any other stakeholder. Any behaviour or practice that hinders the learning atmosphere of the class, library, or campus in general should be dutifully shunned, e.g., talking or creating disturbance in the class, or use of cell phones, laptops when the teacher specifically disallows it.
12. Respectful, peaceful, and friendly environment should be maintained, and promoted on the campus.
13. Students should not discriminate against any class, or category of persons.
14. Writing and research should be diligently done, in an honest and systematic manner, shunning all plagiarism and malpractices.
15. A social consciousness should be developed and inculcated by the students, so that they become responsible citizens who always have the intention to give more to the society than they take.
16. The students should abide by the Act, Statute, and Rules of the University, and respect its ideals, visions, mission, cultural practices, and traditions.

UNIVERSITY LEADERSHIP

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. The role of leadership, as the name suggests is to provide inspiration, motivation, purpose, and vision to all stakeholders. They should be the ultimate upholder of ethics.

3. A high degree of integrity, honesty, transparency, have to be practiced by the leadership and their policy decisions should be in the best interests of the stakeholders.
4. The leadership should follow neutrality in dealing with the stakeholders, and act in a just and impartial way. They should promote professionalism, a culture of learning, research, quality, and conducive work environment, so that an atmosphere of openness to new ideas, and innovation is created. The faculty empowerment, empowerment of all stakeholders, and work satisfaction should be enhanced actively by the leadership.
5. The leadership must uphold their role of nation building, social welfare, and justice to all.
6. The University Leadership should abide by the Act, Statute, and Rules of the University, and respect its ideals, visions, mission, cultural practices, and traditions.

UNIVERSITY AS AN ENTITY

1. The general principles of ethics and code of conduct, as listed above, shall apply, where contextual.
2. All stakeholders are equal, and all of them are expected to be treated equally in the spirit of this policy. Only the roles and responsibilities of different stakeholders are different hence these stakeholders are given corresponding rights and duties.
3. Expression of opinions and free communication should be promoted, protected, and encouraged by the University.
4. University shall strive to enhance the empowerment of all stakeholders, including teachers and students.
5. The University has a social responsibility, and this should remain an overarching principle.