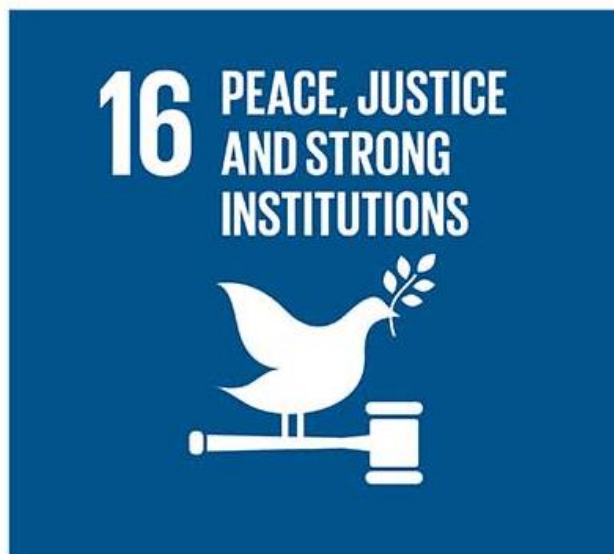


COMPENDIUM ON SDG 16

2020-2021

PEACE, JUSTICE AND STRONG INSTITUTIONS



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1 INTRODUCTION

Diversification in every aspect of life has been noted not just in part of the world where we are living but in the entire globe. This has been noticed in every aspect of day-to-day life from, language, practices, economics, trade, religious practices, socialization, Etc. above differences could have led to Disparity in delivery of judgment and equality to very individual on this earth. Strong moral values and empathy are essential component of society. Despite having these high values social menace like Human and drug trafficking, Social and economic exploitation, violence and abuse towards children, armed violence against human race have becoming threat to the fabric of human race and civilization. To over come this there should be mechanism to Promote the rule of law at the national and international levels and ensure equal access to justice for all which would Significantly reduce all forms of violence and related death rates everywhere, substantially reduce corruption and bribery in all their forms. This would help in developing effective, accountable, and transparent institutions at all levels Ensuring responsive, inclusive, participatory, and representative decision-making at all levels

This is not inevitable and must be addressed. The SDGs aim to significantly reduce all forms of violence, and work with governments and communities to end conflict and insecurity. Promoting the rule of law and human rights are key to this process, as is reducing the flow of illicit arms and strengthening the participation of developing countries in the institutions of global governance.

Conflict, insecurity, weak institutions, and limited access to justice remain a great threat to sustainable development.

1.2 COVID-19 RESPONSE

Human rights are key in shaping the pandemic response. By respecting human rights in this time of crisis, we will build more effective and inclusive solutions for the emergency of today and the recovery for tomorrow. Human rights put people centre-stage. Responses that are shaped by and respect human rights result in better outcomes in beating the pandemic, ensuring healthcare for everyone, and preserving human dignity. The UN Secretary General urged governments to be transparent, responsive, and accountable in their COVID-19 response and ensure that any emergency measures are legal, proportionate, necessary, and non-discriminatory. "The best response is one that responds proportionately to immediate threats while protecting human rights and the rule of law," he said.

To focus on "the true fight," UN Secretary-General António Guterres called for a global ceasefire, in an appeal urging warring parties across the world to lay down their weapons in support of the bigger battle against the COVID-19 pandemic.

More than 2 million people have signed the online petition in support of the Secretary-General's cease-fire appeal.

UN Peacekeeping Missions are continuing to carry out their mandates while also helping countries in their coronavirus response, which is guided by four main objectives: to protect UN personnel and their capacity to continue critical operations; help contain and mitigate the spread of the virus, ensuring that UN personnel are not a contagion vector; support national authorities in their response to COVID-19; and continue to deliver on key mandates.

The UN refugee agency (UNHCR) stepped up health, water, sanitation, and hygiene services to protect refugees and displaced people, working with governments to ensure that people forced to flee are included in COVID-19 preparation and response plans.

2. JSSAHER ALIGNMENT TO SDG 16 TARGETS

Compassion and a strong moral compass are essential to every democratic society. Yet, persecution, injustice and abuse still run rampant and is tearing at the very fabric of civilization. We must ensure that we have strong institutions, global standards of justice, and a commitment to peace everywhere.

A GLANCE AT OUR EFFORTS:

- Internal complaints committee to address the complaints related to gender discrimination and sexual harassment
- Student's grievance Redressal Cell to effectively address the grievance of students
- Student Support Cell to provide address mental health issues and learning difficulties
- Student Council to address the needs and demands of the students
- Anti-ragging committee to efficiently prevent and address the incidents of ragging
- Adequate representation for women in teaching and non-teaching Posts
- Empowerment of women with leadership positions in academic and administrative domains
- Equal opportunities to all the employees irrespective of gender, religion, and casts
- Scholarships for the students through Government agencies
- Zero tolerance for discrimination

3.STRONG INSTITUTION: INSTITUTION ACCOMPLISHMENTS



Internal complaints committee to address issues related to gender based harassment



Student Support Cell to provide address mental health issues and learning difficulties.



Anti ragging committee to efficiently prevent and address the incidents of ragging



Gender related issues amongst students are addressed through Student grievance redressal cell



Adequate representation for women in teaching and non teaching posts



Empowerment of women with leadership positions in academic and administrative domains















Equal opportunities to all the employees irrespective of gender, religion and caste



Scholarships for the students through Government agencies



Zero tolerance for discrimination

	<p>REDUCE VIOLENCE</p> <p>Social Responsibility Statement of JSSAHER</p> <p>Code of Conduct Policy of JSSAHER</p>	
	<p>PROTECT CHILDREN FROM ABUSE, EXPLOITATION, TRAFFICKING AND VIOLENCE</p> <p>Policy on antidiscrimination and gender equality</p> <p>Code of conduct policy</p>	
	<p>PROMOTE THE RULE OF LAW AND ENSURE EQUAL ACCESS TO JUSTICE</p> <p>Policy on antidiscrimination in the workplace</p> <p>Academic integrity policy of JSSAHER</p>	
	<p>COMBAT ORGANIZED CRIME AND ILLICIT FINANCIAL AND ARMS FLOWS</p> <p>Code of conduct policy of JSSAHER</p>	
	<p>SUBSTANTIALLY REDUCE CORRUPTION AND BRIBERY</p> <p>Social Responsibility Statement of JSSAHER</p> <p>Engaging stakeholders policy</p>	
	<p>DEVELOP EFFECTIVE, ACCOUNTABLE AND TRANSPARENT INSTITUTIONS</p> <p>Social Responsibility Statement of JSSAHER</p> <p>Engaging stakeholders policy</p> <p>Consultancy policy</p>	
	<p>ENSURE RESPONSIVE, INCLUSIVE AND REPRESENTATIVE DECISION-MAKING</p> <p>Social Responsibility Statement of JSSAHER</p> <p>Engaging stakeholders policy</p>	
	<p>STRENGTHEN THE PARTICIPATION IN GLOBAL GOVERNANCE</p> <p>Social Responsibility Statement of JSSAHER</p>	
	<p>PROVIDE UNIVERSAL LEGAL IDENTITY</p> <p>Social Responsibility Statement of JSSAHER</p>	
	<p>ENSURE PUBLIC ACCESS TO INFORMATION AND PROTECT FUNDAMENTAL FREEDOMS</p> <p>Social Responsibility Statement of JSSAHER</p> <p>Research promotion policy</p>	
	<p>STRENGTHEN NATIONAL INSTITUTIONS TO PREVENT VIOLENCE AND COMBAT TERRORISM AND CRIME</p> <p>Social Responsibility Statement of JSSAHER</p>	
	<p>PROMOTE AND ENFORCE NON-DISCRIMINATORY LAWS AND POLICIES</p> <p>Policy on antidiscrimination in the workplace</p> <p>Social Responsibility Statement of JSSAHER</p>	

4.ACTIVITIES CONDUCTED ALIGNING TO SDG 16

Academic Activities	
Curriculum	<p>Curriculum is enriched with concepts related to labour laws, ethical and legal issues society, incorporating information relating to health care schemes provided specially for women. Students are also given an orientation on Entrepreneurship skills with special focus on schemes for women to become Entrepreneurs.</p> <p>The curriculum is designed by incorporating modules including laws Practice & Conduct of Professionals where to students on areas such as laws like Pre-Conception and Pre Natal Diagnostic Technique Act, Medical Termination of Pregnancy Act, Birth & Death Registration Act where the importance of the act to the society as well as professional development and for comprehensive learning by students.</p>
Teaching & Learning	<p>Case studies, role play, brain storming, Seminars, Group Discussions are integral component of curriculum helping the students to get a real exposure to gender related societal problems.</p> <p>Students have the benefit of hands-on-experiential learning by solving real-time problems and issues in gender related issues of the society.</p> <p>The department assesses the learning levels of the students and organizes special programmes for advanced learners and slow learners.</p> <p>For slow learners-</p> <p>Additional classes are taken with focused group to enhance the inter disciplinary subjects with graded assignment and additional test</p> <p>For fast learners-</p> <p>They are encouraged to take up extra add on course related to health sciences</p> <p>They are also made to undergo minor research, and which are made as articles and poster which are presented in national and international avenues like conference, workshops, and symposiums.</p> <p>NPTEL courses training are encouraged by the department.</p>
Research Activities	
Publications	<ol style="list-style-type: none"> 1. S Prasanth Kumaran., Dr Chandrakanth H.V., Dr Arun M., Dr Smitha Rani, Profile of Medico-legal Cases at JSS Hospital, Mysuru – a Two Year Prospective Study, Sept.2020, Indian Journal of Forensic Medicine and Toxicology, Vol.14, Issue.3, P-805-812, ISSN-0973-9122 (NATIONAL). (Related SDG: 03) 2. Dr Sathyanarayana Rao T.S., It is indeed with immense pleasure and happiness that I pen down these lines!, Oct.2020, Indian Journal of Psychiatry, Vol.62, Issue.9, P-327-327, ISSN-0019-5545 (NATIONAL). (Related SDG: 13) 3. Dr Chandrakanth H.V., Legislation to combat Covid-19: Indian Scenario, Oct.2020, Medico-Legal Journal, ISSN-0025-8172 (INTERNATIONAL). (Related SDG: 03, 10, 13) 4. Dr Balaraj B.M., IDENTITY AND CAUSE OF DEATH USING SPOT EVIDENCE: A CASE REPORT, Dec.2020, Journal of Karnataka Medico-Legal Society, Vol.19, Issue.1, P-24-25, ISSN-0972-0839 (NATIONAL). 5. Dr Prasanna K Santhekadur, Obesity, COVID-19 severity, and yoga, 2021, International Journal of Health & Allied Sciences, Vol.10, Issue.2, P-184-185, ISSN: 2278-4292 (NATIONAL).
Student Research	<p>Students are encouraged to take up various research projects on areas such as Gender sensitization-equality and opportunities</p>



Jagadguru Sri Shivarathreeshwara University
(Deemed to be University under Section 3 of the UGC Act) Accredited 'A' Grade by NAAC
JSS MEDICAL INSTITUTIONS CAMPUS & HOSTELS
Sri Shivarathreeshwara Nagar, Mysore - 570 015

**The following constitute Sexual Harassment-
The list is only indicative and not exhaustive.**

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non verbal conduct of a sexual nature
- Eve-teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

Contact :

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2. Dr. Vidya C.S.	Member Secretary	vidyasatish78@rediffmail.com	9449679386
3. Prof. K.S. Suresh	Member	princeps@jsscollege.in	9686677264
4. Sri. K.K. Shivakumar	Member	shhu35500@gmail.com	9880542330
5. Smt. Sudhaphaneesh	Member	sudhaphaneesh@gmail.com	9449018733
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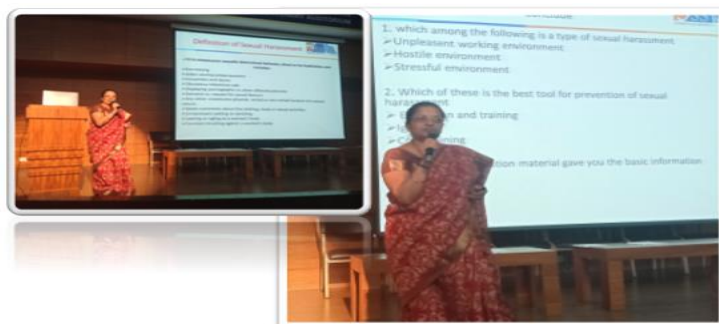
Principal : 9845115962

Registrar : 9448208944

PUNISHMENTS FOR SEXUAL HARASSMENT

Section of IPC	Details	Punishment
326A	Voluntarily causing grievous hurt by use of acid, etc.	Ten years/life imprisonment fine of 10 lakhs rupees.
326B	Voluntarily throwing or attempting to throw acid.	Five to seven years imprisonment with fine.
354	Assault or use of criminal force to woman with intent to outrage her modesty.	1 to 5 years imprisonment with fine.
354A	(1) Sexual harassment of the nature of unwelcome physical contact and advances or a demand or request for sexual favours.	Up to 3 years imprisonment or with fine or with both.
	(2) Sexual harassment of the nature of making sexually coloured remark or showing pornography or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.	Up to 1 year imprisonment or with fine or with both.
354B	Assault or use of criminal force to woman with intent to disrobe.	3 to 7 years imprisonment with fine.
354C	Voyeurism.	1 to 3 years imprisonment with fine for first conviction. 3 to 7 years imprisonment with fine for second or subsequent conviction.
354D	Stalking (Whoever follows a person and contacts, or attempts to contact such person to foster personal interaction repeatedly, despite a clear indication of disinterest by such person, or whoever monitors the use by a person of the internet, email or any other form of electronic communication, or watches or spies on a person in a manner that results in a fear of violence or serious alarm or distress in the mind of such person, or interferes with the mental peace of such person)	1 to 3 years imprisonment with fine.
376	(1) Sexual assault.	7 years to life rigorous imprisonment with fine.
	(2) Sexual assault by a person on the management or on the staff of a hospital, and sexual assault committed by a person in a position of trust or authority towards the person assaulted.	10 years to life rigorous imprisonment with fine.
376A	Person committing an offence of sexual assault and inflicting injury which causes death or causes the person to be in a persistent vegetative state.	20 years to life rigorous imprisonment.
376C	Sexual intercourse by a person in authority.	5 to 10 years rigorous imprisonment with fine.
376D	Sexual assault by gang.	20 years to life rigorous imprisonment.
376E	Repeat offenders.	Imprisonment for life.

- An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by Internal complaints committee Chairman Dr. Suma. M N
- The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stake holders.



To create awareness among staff and students, notice has been displayed prominently.

Gender sensitization-equality and opportunities

Arivu (Education Loan) Scheme:

Under this scheme, religious minority students who are desirous for pursuing professional courses are provided financial assistance ranging from Rs.10,000/- to Rs.75,000/- per year till completion of the course.

Beneficiaries: 4 students from the DHSMS have availed the Arivu (Education Loan) Scheme from Government of Karnataka, amounting to Rs. 3,00,000

The **National Scholarship Portal** hosts about 50 scholarships, offered by the Central Government, State Governments and different Government agencies like UGC (University Grants Commission), worth crores for the scholarship seekers registered on the platform.

The State Scholarship Portal (SSP) initiated by Government of Karnataka (GoK). Departments like Social Welfare Department, Scheduled Welfare Department, Backward Classes Welfare Department, and Minorities Welfare Department, offer various scholarships to students for financial assistance.

Beneficiaries: 37 students from the department have availed the NSP and SSP scholarship , amounting more than Rs. 3,00,000

Vidhyasiri Scholarship: Vidyasiri scholarship plan, provided by Government of Karnataka for the welfare of Backward Classes. This scholarship is specially produced for SC/ST/OBC/PWD scholars who are pursuing an education in post matriculation programs.

Beneficiaries: 5 students from the department have availed the Vidhyasisi (Education Loan) Scheme from Government of Karnataka, amounting to Rs. 27,500

5. RECOGNISING WOMEN'S EFFORTS ON INTERNATIONAL WOMEN'S DAY

NSS unit of JSS Medical College and Internal Quality Assurance Cell of JSS Medical College celebrated International Women's Day on 8th March 2021.

Dr. Smitha, Department of Community Medicine, welcomed the gathering. Dr. Nagashree, Department of Physiology, presented the invocation song. The event was honoured by the graceful presence of special guests, Dr. H. Basavanagowdappa, Principal JSS Medical College; Dr. Kushalappa PA, Director Academics, JSSAHER; Mrs. Kokila MS, Deputy Registrar, JSSAHER.

The extraordinary women achievers of JSS Medical College & Hospital were called upon the dais by Dr. Suma MN, Vice Principal, JSS Medical College. The women achievers felicitated on the occasion were:

1. Dr. Pratibha Pereira (Professor & Head of Geriatrics) is a lady with inexplicable dedication towards the care of the geriatric group and is known for her humanitarian & empathetic approach towards the community especially including her home services for the needy at doorstep. Her efforts towards the NABH accreditation and the CDSA & Vaccine trial were remarkable.
2. Dr. Bharathi M B (Professor of Otorhinolaryngology), an ever smiling and disciplined worker, serves as the Woman President of the Indian Association of Oto-Rhino-Laryngology currently
3. Dr. Sumana M N (Professor of Microbiology), a charming & dedicated practitioner, appreciated for her remarkable efforts in efficiently handling the challenges encountered in establishing a COVID testing lab at JSS Hospital amidst the pandemic.
4. Dr. Akila Prashant (Professor of Biochemistry) who is an avid researcher – has received numerous grants and guided several research scholars, is the key person in the establishment of Centre of Excellence in Molecular Biology & Regenerative Medicine (VGST Grants), the department of Medical Genetics and initiating inborn error in metabolism testing, marker testing & cytogenetic investigations at JSS Hospital.
5. Dr. Vidya C S (Professor of Anatomy) for her extensive support in getting national and international recognition for JSS Medical College. Her committed work in THE, QS, India Today, NIRF ranking has fetched laurels to the institution.
6. Dr. Deepa Bhat (Associate Professor of Anatomy, Board for Genetic Counsellors of India - Level 2 Counsellor) established the genetic counselling clinic at the department of paediatrics and has counselled around 900 families till date. She is also the state co-ordinator for National Task Force for Sickle Cell Disease from ICMR with a funding of 75 lakhs, the coordinator for Organisation for Rare Diseases of India (ORD), and the very renowned Race for 7 among several other activities for the youth. She is highly appreciated for her sponsorship for enzyme replacement therapy of liposomal storage disease at JSS Hospital.
7. Dr. Archana S (Assistant Professor in Anaesthesia) who has a great passion in providing skill training and was a great contributor in establishing JSS Skill and Simulation centre.
8. Dr. Shilpa Avarabeel (Assistant Professor in Geriatric Medicine), a dedicated specialist who is always ready to accept any responsibility was appreciated for her efforts in the Sputnik vaccine trial and a fellowship in Geriatric Medicine.

These achievers were felicitated by Dr. Basavanagowdappa, Principal; Dr. Kushalappa PA, Director (Academics), JSSAHER; Dr. Dakshayini, Prof & Dy Director (Authorities, JSSAHER; Mrs Kokila, Deputy Registrar, JSSAHER; Dr. Suma. M.N, Vice Principal (Pre & Para clinical) JSSMC, Dr. Prashant Vishwanath, IQAC Coordinator, JSSAHER and Mr. Pradeep, AAO, JSSMC. This was followed by Dr. Basavanagowdappa's congratulatory words for everyone and he discerned how every woman is a champion by herself. Ensuing

which Dr. Bharathi MB thanked all the woman for their continuous and astonishing efforts towards the betterment of the society. Dr. Kushalappa graced the occasion with his melodious voice by singing a song dedicated to our mothers, the greatest woman in everyone's life. "A man may have greater muscle quotient, but it can never compensate for the emotional quotient of a women", Dr. Kushalappa quoted one of his colleagues and described how 24*7, 365 days of a year - it is a woman's day. Ensuing this, Dr. Kokila addressed the audience in an encouraging speech. Dr. Deepa Bhat proposed vote of thanks. High tea was arranged following the celebration.



6. JSSAHER ACHIVING ITS GOAL BY 2021 FOR SDG 16

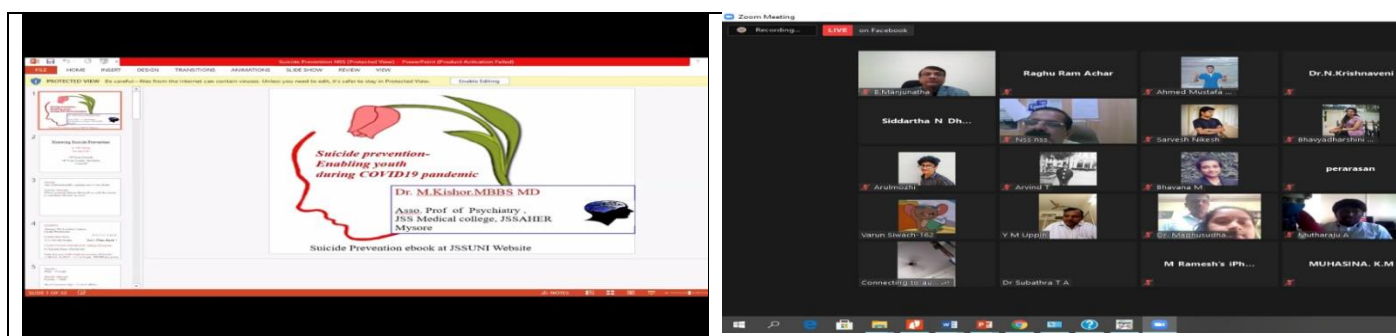
- Adequate representation for women in teaching and non teaching positions
- Empowerment of women in academic and administrative positions
- Equal opportunities to all at all levels irrespective of caste creed or religion
- Zero tolerance for discrimination
- Scholarships for students through govt agencies
- Student Support cell to address learning difficulties and support moral issues
- Student grievance redressal cell to effectively address grievance of students
- Student council to address the needs and demands of students
- Anti ragging committee to efficiently prevent and address the incidents of ragging
- Internal complaints committee to address the complaints related to gender discrimination and sexual harassment

7. MANAGEMENT OF STRESS DURING COVID19 PANDEMIC

The current worldwide outbreak of Covid-19 has left many people with concerns about the spread of this new disease. Fear and anxiety about a new disease and what could happen can be overwhelming and cause strong emotions in adults and children. Public health actions, such as social distancing, can make people feel isolated and lonely and can increase stress and anxiety. Thus, making stress management an imperative part of one's learning. NSS units of JSS Academy of Higher Education & Research, Mysuru organised a state level Webference cum interactive session on "Management on Stress During Covid19" in association with Department of Youth Empowerment and Sports; NSS Cell, Government of Karnataka and Yuva Spandana, NIMHANS, Bengaluru. The event was successfully conducted on August 25, 2020 - 10:00 am to 1 pm via Zoom application. Students, NSS volunteers, teachers and general public in and around Karnataka had participated in this event, with over 400 registrations received.

The webference commenced with Dr. Raghu Ram Achar's welcome address. Ensuing which Shri. K V Khadri Narasimhaiah (Regional Director, Regional Directorate, Bengaluru) addressed the assembly as the chief guest for the day which was followed by inauguration and presidential address by Dr. B. Manjunatha (Registrar JSS AHER, Mysuru). The NSS anthem was sung. The session began at 10.30 am with Dr. Babu B (NSS Program Officer, JSS College of Pharmacy, Ooty) moderated the first session by Dr. Muthuraj (Project Coordinator, Yuva Spandana, Department of Epidemiology, Centre for Public Health, NIMHANS, Bengaluru). Dr. Muthuraj engaged the audience in an enlightening session on the management of stress during Covid 19. Addressing the issue at hand, he stated the importance of being aware of the various sources of stress and various methods of avoiding it. Stress could be avoided by trusting information regarding the pandemic, obtained from reliable sources only, staying away from media as that constantly adds on to anxiety. Subsequently, a discussion session was conducted.

Following which Dr. Bharath T (NSS Program Officer, JSS Medical College) moderated the next session which was Dr. Kishor M's (Associate Professor, Department of Psychiatry, JSS Hospital Mysuru) address on the topic - 'Suicide Prevention- Enabling Youth during COVID19 pandemic'. Dr. Kishor discussed about the various causes and signs associated with thoughts of suicide. To be able to prevent suicide, empathising with people who are depressed is of paramount importance and that optimism goes a long way to help revive a person from depression. In the situation of lockdown, when social distancing is unavoidable, we should be a support for each other, we should give a listening ear to our family and friends. He talked about the basic processes involved in therapy of persons who have attempted suicide. Avoiding personal bias, counselling approach, team discussion, identifying risk factors, offering closer follow- up and referring the patient when the need be are cardinal steps in treatment. Persuading those in distress to seek medical support can never be stressed upon enough. The lecture enabled all to approach suicide prevention as a team effort in which each individual involved is a key link to help the person in distress to return to a normal lifestyle. Seeing the enthusiastic participation of the attendees, discussion and question - answer session was conducted. The event came to a closure with remarks by Dr. B. Manjunatha (Registrar JSS AHER, Mysuru), and concluded by the NSS song by Dr. Ningaraju and Dr. Madhusudhan (NSS Unit, University of Mysore, Mysuru). Vote of thanks was delivered by Dr. Thippeswamy H.M. The webference ended on a high note of awareness and a sense of responsibility among the participants.



9.WEBINAR/SEMINARS/ WORKSHOP SUPPORTING SDG 16

Professional Excellence Webinar Series
JSS Dental College & Hospital

Fit Yourself in Fitness

"Exercise is a celebration of what your body can do"
"Working out is a training for the body & a therapy for the mind"

RESOURCE FACULTY

29th May 2021
12 PM to 1 PM

Dr. Aarabhi S
Sports & Musculoskeletal
Physiotherapist

Join us virtually

PROFESSIONAL EXCELLENCE WEBINAR SERIES
JSS Dental College & Hospital

Revisiting Well Being

RESOURCE FACULTY

Dr. Kishor M
Associate Professor
Department of Psychiatry
JSS Medical College, Mysuru

27th MAY 2021
11 AM to 12 PM

Feelings of wellbeing are fundamental to the overall health of an individual, enabling them to successfully overcome difficulties and achieve what they want out of life. Past experiences, attitudes and outlook can all impact wellbeing as can physical or emotional trauma following specific incidents.

Professional Excellence Webinar Series
JSS Dental College and Hospital

Communication Skills

28th May 2021
11 AM to 12 PM

Dr. Elsa Sanatombi Devi
Professor & QMR
MCON, MAHE, Manipal

ESSENTIAL ELEMENTS OF COMMUNICATION SKILLS

Listening Strong observational skills to fully understand gestures & eye movements
Non-verbal communication Body language like posture, gestures & eye movements
Being Clear: Choosing the right words to deliver a message that's easy to understand
Being Confident: The right message with the appropriate non-verbal communication
Being Personable: A Friendly tone & a simple smile can go a long way

Join us virtually

PROFESSIONAL EXCELLENCE WEBINAR SERIES
JSS DENTAL COLLEGE & HOSPITAL

"INTERPROFESSIONAL EDUCATION & COLLABORATIVE PRACTICE"

Dr. Bhagyalakshmi Avinash
Reader
Department of Orthodontics & Dentofacial Orthopedics

BETTER OUTCOME
Standardized care
Improved access
Improved compliance
Improved follow-up
Improved metrics

PROVIDER SATISFACTION
Work Life Balance
Utilize Expertise
Decrease Clinical Work
Patients over Paper work
Improved engagement

ABOUT IPECP
The World Health Organization (WHO) and its partners recognize interprofessional collaboration in education and practice as an innovative strategy that will play an important role in mitigating the global health workforce crisis.
Interprofessional education occurs when faculty from two or more professions learn about, from, and with each other to enable effective collaboration and improve health outcomes.

27th MAY 2021
10 AM to 11 AM

Professional Excellence Webinar Series
JSS Dental College & Hospital

EMOTIONAL INTELLIGENCE
The Master Skill

Tips to build your emotional intelligence:

- Accept that you can't be happy all the time
- Start to identify emotions in other people and yourself
- Accept that not all emotions have to mean something
- Identify when not responding at all is the best response

Dr. Pooja V Anand
Assistant Professor
Department of Psychology
Daulat Ram College (University of Delhi)

Thursday
27th MAY 2021
12 PM to 1 PM

* The Idea behind emotional regulation is not to suppress or deny emotions but to manage them consciously as they shape our words or actions

PROFESSIONAL EXCELLENCE WEBINAR

SOFT SKILLS

You are...
1 skill away from new Life !!

Dr. Avinash B S
Reader
Department of Periodontology
JSSDCH

28th May 2021
12 PM to 1 PM

Soft skills are the skills that enable you to fit in at a workplace. They include your personality, attitude, flexibility, motivation, and manners.

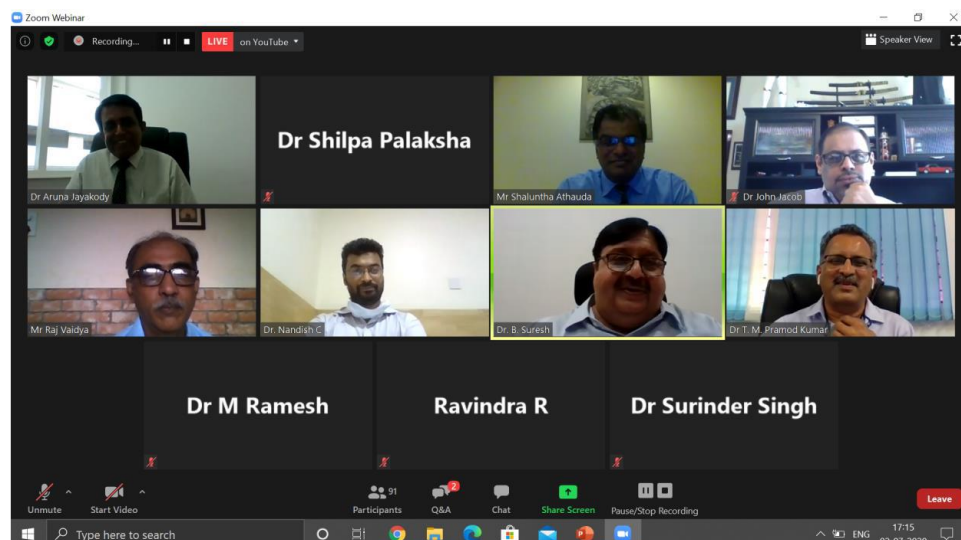


JSS Dental College & Hospital organized three days webinar series, "Professional Excellence" from May 27 to 29th, 2021 with the theme, "Let us be the one who say we do not accept to neglect these skills simply because it doesn't exist in curriculum". A series of webinar was hosted on zoom online platform to impart skills which are crucial, essential, and important but often ignored to learn. Around 900 delegates participated in the webinar which included registrants from various parts of India and abroad. The webinar was inaugurated on the first day by Dr Kushalappa P A, Director (Academics), JSS AHER who was the chief guest for the same. He expressed the thought that such webinars are most important to excel as a professional. Dr Ravindra S, Principal, JSS Dental College & Hospital gave a brief note about the three days webinar series which included topics: Interprofessional Education & Collaborative Practice, Well-being, Emotional intelligence, Balancing Profession & Passion, Time Management, Communication Skills, Soft Skills, The Science behind art of Presentation, Publication Ethics, Women in Academic Leadership, Fitness Management & Wellness and Developing next generation Academic Leaders. The speakers for the webinar were, Dr Bhagyalakshmi Avinash- JSS Dental College & Hospital Dr Kishor M- JSS Medical College Dr Pooja V. Anand- Daulat Ram College, university of Delhi Dr Usha Hegde- JSS Dental College & Hospital Dr Chandrashekar BR- JSS Dental College & Hospital Dr Elsa Santombi Devi- Manipal Academy of Higher Education & Research Dr Avinash BS- JSS Dental College & Hospital Dr Prashant S- JSS Academy of Higher Education Research Dr Praveen Kulkarni- JSS Medical College Dr Dhakshaini M R- JSS Academy of Higher Education & Research Dr Aarabhi S- Sports & Musculoskeletal fitness Dr Prashanth M Vishwanath- JSS Academy of Higher Education & Research The webinar concluded on 29th may, 2021 with a valedictory program. Dr Kushalappa PA, & Dr Ravindra R, Chief Information Officer, JSS AHER graced the occasion. Vote of thanks was delivered by Dr Ashwini TS, the organizing secretary of Professional Excellence series. We whole heartedly thank JSS Academy of Higher Education & Research for the constant support and encouragement given to us and we are also extremely thankful to the IT Department of JSS AHER for giving us all the IT support required for the program which helped us in the smooth conduct of the same.

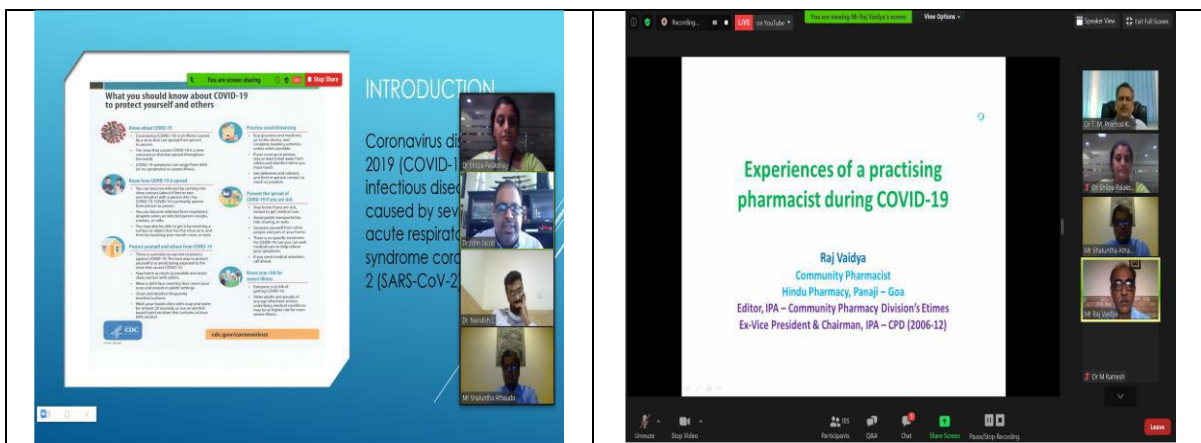
National webinar on "Challenges During COVID-19 Pandemic: Pharmacists' Perspectives"

The Department of Pharmacy Practice, JSS College of Pharmacy (JSSCP), JSS Academy of Higher Education & Research (JSS AHER), Mysuru organised a Webinar on "Challenges During COVID-19 Pandemic: Pharmacists' Perspectives" in association with Pharmaceutical Society of Srilanka and Indian Pharmaceutical Association (IPA), Mysuru Branch, Mysuru on 2nd July 2020.

The webinar was started with the welcome & briefing on objectives of the webinar by Dr. M Ramesh, Professor & Head, Dept. of Pharmacy Practice, JSSCP, JSS AHER, Mysuru. Following that Dr. T M Pramod Kumar, Principal, JSSCP, JSS AHER, Mysuru delivered his opening remarks and briefed on the strong professional relationship that has been developed between JSS AHER, Mysuru and Pharmaceutical Society of Srilanka, Colombo. Mr. Shalutha Athauda, President, Pharmaceutical Society of Srilanka thanked the JSS AHER for accepting and being associated in arranging the webinar. He also expressed that the experiences of other pharmacists could be an road map for implementing the future strategies to provide an safe and effective care. Dr. Surinder Singh, Vice Chancellor, JSS AHER, Mysuru briefed on the present-day challenges faced by the pharmacists in different sectors. Dr. B Suresh, Pro Chancellor, JSS AHER, Mysuru AND President, Pharmacy Council of India, emphasised the need of adopting the changes which is essential to carry out the pharmacists responsibilities uninterrupted. He, in his talk, motivated all the pharmacists to continue their selfless good work. As this webinar was focused on sharing the experiences of pharmacists across the world, the speakers of the webinar representing different healthcare settings shared their experiences on patient care pharmacy services. The first speaker was Mr. Raj Vaidya, Chief Pharmacist, Hindu Pharmacy, Panaji, Goa. He shared the outcomings of COVID situation and also the changes brought about in their pharmacy to provide better and safe service to the patients. The second speaker was Dr. C Nandish, Head, Dept. of Clinical Pharmacology & Research, Apollo Hospitals, Karnataka Region, explained the flow of changes brought in their hospital setting and challenges faced and overcome by hospital pharmacists. Dr. John Jacob, MTM Pharmacist, Affiliate Assistant Professor, University of Florida, USA focused on difficulties that are being faced by the clinical pharmacists and the measures taken while practicing during COVID situation. The webinar session was moderated by Ms. Shilpa Palaksha, Assistant Professor, JSSCP, JSS AHER, Mysuru. More than 150 pharmacists participated in the webinar.



Speakers of the webinar



Speakers presenting their talk

Webinar on “Utilizing COVID-19 Pandemic to Strengthen the Dialogue of Access to Essential Medicines and Vaccines”

Department of Pharmacy Practice, JSS College of Pharmacy, JSS Academy of Higher Education & Research, Mysuru in association with Indian Pharmaceutical Association (IPA), Mysuru Branch, Mysuru conducted a webinar on the topic ‘Utilising COVID-19 Pandemic to Strengthen the Dialogue of Access to Essential Medicines and Vaccines’ on 12th August 2020 for the benefit of PharmD and M. Pharm Pharmacy Practice students. Dr. Sunitha Chandrashekar Srinivas, Visiting Professor, Rhodes University, Grahamstown, South Africa was the resource person. The webinar was organised with an objective to identify the need and the importance of access to essential medicines during this COVID-19 pandemic.

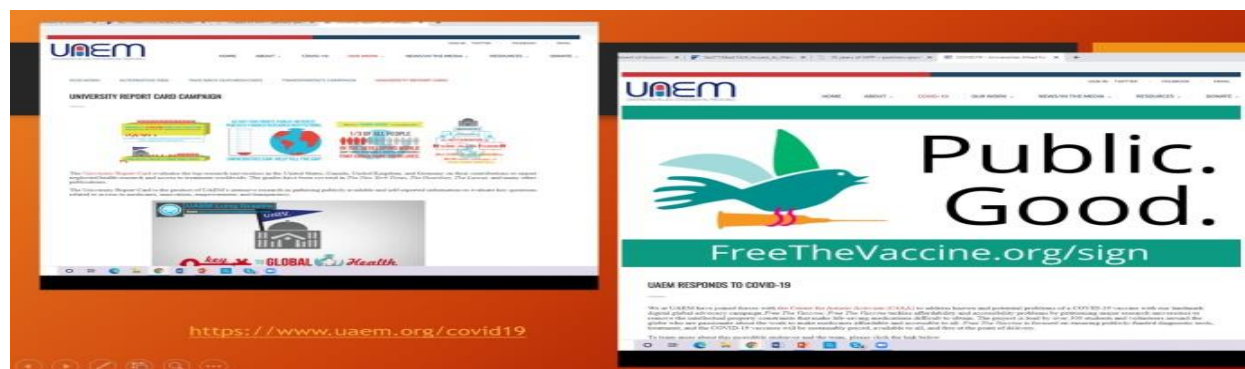
Dr. Sunitha Chandrashekar Srinivas, during her talk, she said “we find ourselves in one of the most challenging situations in history”. As the pandemic increasingly affects countries with under- resourced health infrastructure and services, it is an ethical imperative to ensure that all people in all countries of the world are able to access essential medicines. This includes those medicines that are under international control. Governments should ensure that sufficient quantities of internationally controlled medicines, of assured quality, are available and affordable to people under medical care.

Throughout the duration of the pandemic and beyond the acute phase of burden on the healthcare infrastructure, it is critical that governments work cooperatively to ensure that no country, no region, no district, no city and no patient is left behind. Competent national authorities, manufacturers, suppliers and distributors play a crucial role in ensuring that internationally controlled medicines urgently needed for medical treatment are available within and across national borders. The supply chain is the foundation of quality medical care because without the necessary supplies, including essential controlled medicines, patients will suffer.

Also she highlighted that Governments are reminded that in acute emergencies, it is possible under the International Drug Control Conventions to utilize simplified control procedures for the export, transportation and supply of medicinal products containing controlled substances, especially in those cases where the competent authorities in the importing countries may not be operating at full capacity. Competent national authorities may permit the export of medicines containing narcotic drugs and/or psychotropic substances to affected areas even in the absence of the corresponding import authorizations and/or estimates. Countries should ease COVID-19 related transport restrictions for controlled medicines and consider local production solutions when feasible, to meet the COVID-19 driven demand spikes.

Further, she said about the adoption of the Agreement on Trade-Related Aspects of Intellectual Property

Rights (TRIPS Agreement), many Health Assembly resolutions have requested WHO to address the impact of trade agreements and intellectual property protection on public health and access to health products. The Global strategy and plan of action on public health, innovation and intellectual property, along with other relevant resolutions, constitutes the basic mandate for WHO's work in this area. As requested by the plan of action, WHO has intensified its collaboration with other relevant international organizations, in particular through trilateral collaboration with WIPO (The World Intellectual Property Organization) and World Trade Organisation, as well as with other organizations, including UNCTAD (The United Nations Conference on Trade and Development) and UNDP (The United Nations Development Programme).



Cooperation with WIPO and WTO is fostering a better understanding of the linkage between public health and intellectual property policies and enhancing a mutually supportive implementation of those policies. This activity area supports countries by fostering innovation and access to health products through appropriate intellectual property rules and management and by providing technical support and capacity-building

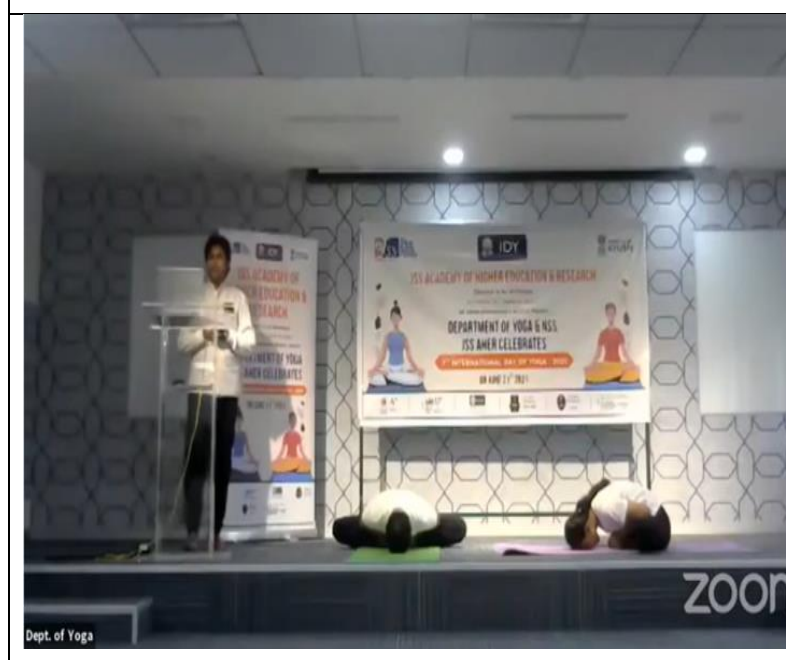
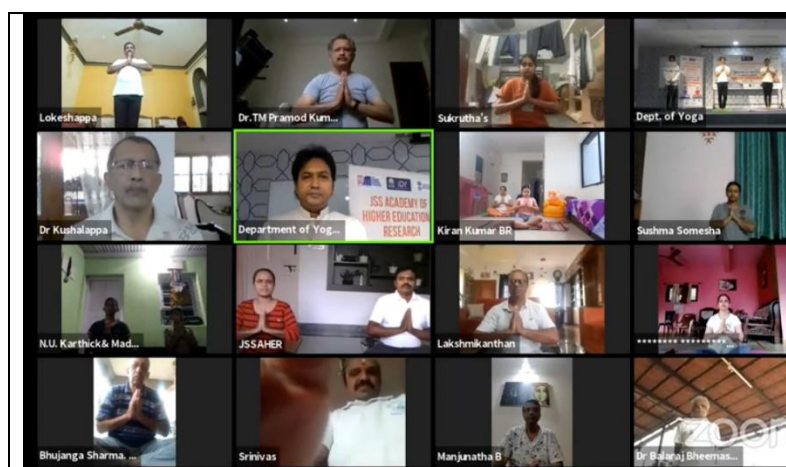
Webinar on “Managing the Double Edged Sword: Antimicrobial Resistance and COVID”

Department of Pharmacy Practice, JSS College of Pharmacy, JSS Academy of Higher Education & Research, Mysuru in association with Indian Pharmaceutical Association (IPA), Mysuru Branch, Mysuru conducted a webinar on the topic “Managing the Double Edged Sword – Antimicrobial Resistance and COVID” on 19th August 2020 for the benefit of PharmD and M. Pharm Pharmacy Practice students. Dr. Sunitha Chandrashekar Srinivas, Visiting Professor, Rhodes University, Grahamstown, South Africa was the resource person. The webinar was organised with an objective to enhance the understanding on potential implications of some of the current management practices and practicalities of managing the novel coronavirus outbreak in relation to antimicrobial resistance (AMR). During her talk, she said, “we are in the midst of the novel coronavirus (COVID-19) pandemic, the most significant global health event since Spanish influenza in the early 20th century.” She told that there are evidences in implementing draconian measures around the worldwide to try to slow the spread of the virus. Also, she said that the Antimicrobial resistance (AMR) and it has been cited as the most significant threat to the global health and global economy in recent years and which is now likely to be eclipsed by COVID-19. Also, she mentioned that the emergence of COVID-19 also presents some important consequences for the development of AMR and with COVID-19 patients contracting secondary bacterial infections the use of antibiotics should be cautious and judicious. Further, she said that the use of antimicrobial soaps and disinfectant cleaners by members of the community and in the hospital will have increased hugely over the last few months and the higher usage is likely to continue, and may even remain high following the outbreak due to changes in infection and control policy or individual habits. However, she cautioned that due to the COVID-19 pandemic, higher concentrations of biocides are likely to be detected in wastewater treatment plants and receiving waters. This may increase levels of AMR in the environment, posing a human health risk for individuals exposed to these environments. Lastly, she concluded that the potential implications, both good and bad, of some of the current management practices and practicalities of managing the novel coronavirus outbreak in relation to AMR have been linked and the public and other stakeholders should be awake.

10.YOGA PROGRAMS FOR PEACE & HEALTH

INTERNATIONAL YOGA DAY CELEBRATION

Department of Yoga, JSSAHER, and NSS units of JSSAHER celebrated International Yoga Day virtually on 21-06-2021. Virtual Yoga event and practice session of Yoga was arranged using Zoom platform and the event was live streamed on JSSAHER Youtube channel. The event was graced by Dr. Manjunatha B., Registrar, JSSAHER; Dr. P.A. Kushalappa, Director Academics, JSSAHER; Mrs. Kokila, Deputy Registrar, JSSAHER; Dr. T.M. Pramod Kumar, Principal, JSS College of Pharmacy, Mysore; and other dignitaries. The event started at 6.30 AM with the prayer and reciting of a shloka by Dr. Sujan, Assistant Professor, Department of Yoga, JSSAHER. He also instructed common rules to be followed by the participants during the practice. Two Yoga demonstrators demonstrated how to perform Yoga asanas and the participants were verbally instructed by Dr. Sujan simultaneously. The participants were asked to follow the demonstrators and verbal instructions. Various yogasanas were performed followed by pranayama. Following the yoga session, participants were asked to share their views and feedback about the session. The event ended at 8.00 AM with the proposal of a vote of thanks. Certificates were issued to the registered participants.





DEPARTMENT OF YOGA & NATIONAL SERVICE SCHEME, JSS AHER CELEBRATING 7TH INTERNATIONAL DAY OF YOGA-2021
IDY 2021 THEME- "Be With Yoga, Be at Home"

You're Invited
Join us for Virtual Free Yoga Session
Y-stay Young, O-become Omnipotent, G-be Generous, A-Accomplish health
"Breathe, Stretch, Stay Healthy"
21st June 2021

Participants can also join Virtually
JSS AHER YOUTUBE CHANNEL


https://www.youtube.com/channel/UC5nRq33duQ6Xu9XThK_nq

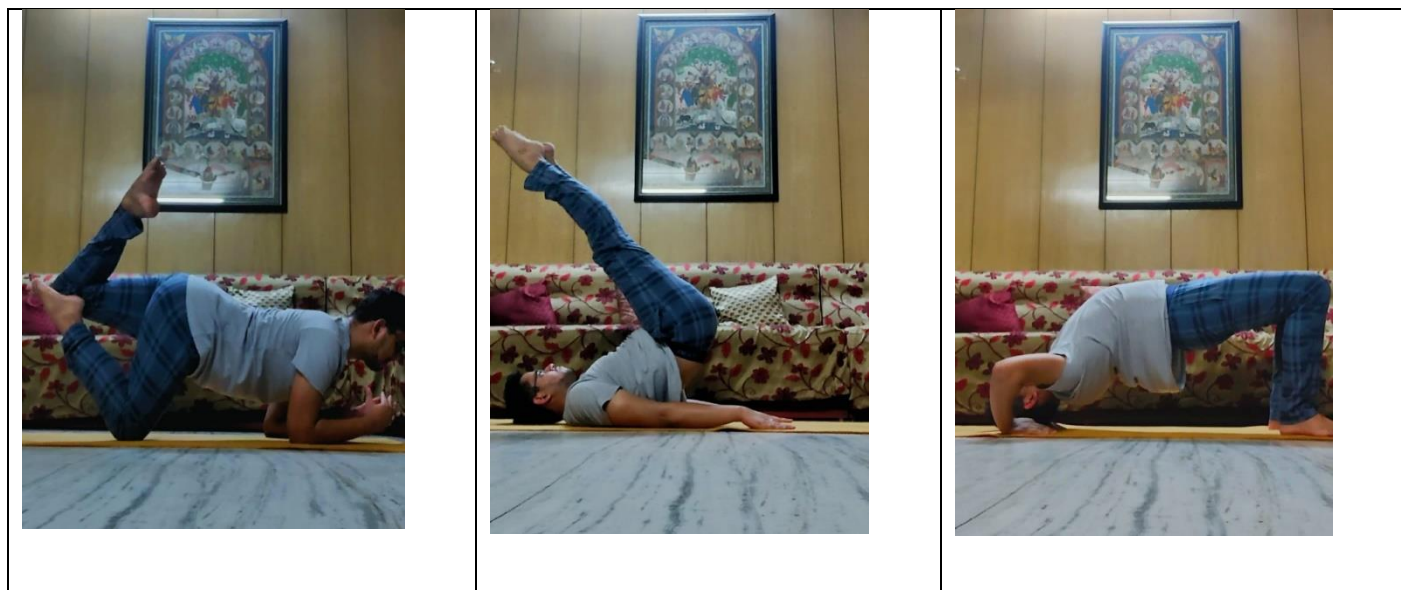
For Registration
Click on Google form
<https://forms.gle/cn5WHiwHGShCcD8Y9>
Scan QR Code

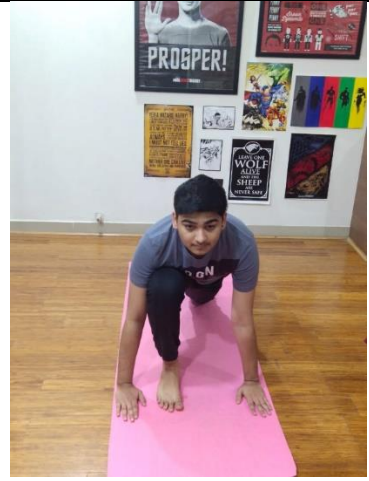


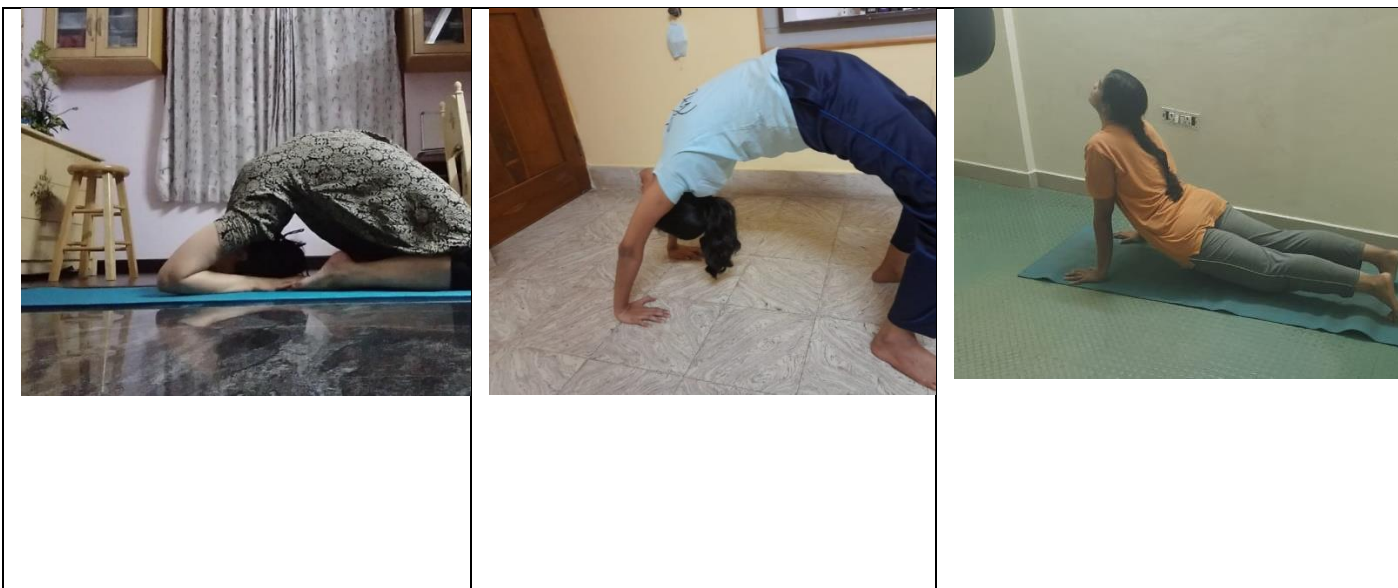
E-Certificate will be issued for Registered Participants
ALL ARE WELCOME
When ? Monday 6.30AM to 8.00AM
Click on link to join-Zoom platform
<https://us02web.zoom.us/j/8447157854?pwd=R2QrdUlnNSUwMmli3A0WGTZnRDQ0o>

NSS International Yoga Day celebration- Best Yogasana pose competition 21-06-2021

In line with this year's theme of International Yoga Day **"Be with Yoga, Be at Home"**, NSS unit of JSS Medical College conducted **"Best Yogasana pose"** competition to encourage young NSS volunteers to perform and practise **Yogasanas**. The volunteers participated in the activity on the occasion of 7th International Yoga Day on 21st June, 2021. The International Day of Yoga has been celebrated annually on 21 June since 2015, following its inception in the United Nations General Assembly in 2014. Despite being times of the quarantine, the volunteers celebrated the true spirit of Yoga by practising Yoga at home. The volunteers performed various **Yogasanas** at convenient time between 5 AM and 8 AM in the morning. The photographs of volunteers performing yoga asanas were submitted for the competition. Dr. Sujan, Assistant Professor, Department of Yoga, JSSAHER, was the Judge. First prize was awarded to Naren Menon of 6th term (Muktha Hastasana), second prize was awarded to Aishwarya Bhat of 6th term (Lagu Vajrasana), third prize was awarded to Ritik Raj of 6th term (variation of Sankhyasana). Volunteers expressed that they had a wonderful and refreshing experience of peace through Yoga, the amalgamation of the fitness of the mind, body and soul.







INTERNATIONAL YOGA DAY 2020 – “YOGA WITH FAMILY”

The volunteers of NSS unit of JSS Medical College, constituent college of JSSAHER participated in the ‘Yoga with family’ activity on the occasion of International Yoga Day on 21st June, 2020. The International Day of Yoga has been celebrated annually on 21 June since 2015, following its inception in the United Nations General Assembly in 2014. Despite being times of the quarantine the volunteers celebrated the true spirit of Yoga by joining hands with their loved ones at home. The volunteers performed various Yogasanas from 7 AM to 9 AM in the morning. They had a wonderful and refreshing experience of togetherness and peace through Yoga, the amalgamation of the fitness of the mind, body and soul.





11.CULTURAL COMMITTEE ACTIVITIES

Students across various batches of MBBS of JSS Medical College, Mysuru didn't let the pandemic affect their quest for knowledge nor were their hobbies paused and they actively participated in various cultural competitions conducted both online and offline.

To begin with, some of our dynamic students Poojitha R and Nivedya Krishnan C who had participated in an art poster-making competition conducted by the Department of ENT on account of World Hearing Day.

Additionally, Roshna S Robin and Vidhya Vinod Kumar participated in the poster making competition.

The students of 7th Term MBBS (Batch 2017) won Second Place in the 'District level Inter-College Short Document Film Making Competition' conducted by Government of Karnataka in association with NACO and KSAPS. They received certificates and a cash prize.

Following are the members of the short film:-

Film by (Directed & Edited by): Pranav Prabhu

Script: Poojitha R, Priyansha Rani, Nivedya Krishnan

Assistant Dop: Sauparna Dey

Actor: Shrey Kansal, Sourav Tapadar

Voice-Over: Pulastya Gangopadhyay

Cultural events as a part of Graduate's Reception

JSS Medical College conducted its Graduation Ceremony for the Batch of 2021 on 5th March 2021. The formal event consisted of motivational speeches by the chief guest, honourable dignitaries, Principal and other college faculty. The formal ceremony came to an end with the certificate distribution ceremony for the graduates. The cultural program commenced with beautiful, melodious singing performances by the teachers of JSSMC. It was followed by exceptional dance performances by the interns that invigorated the audience. The teachers of JSS once graced the stage in elegant looks for the fashion show. The cultural event came to a close with an astounding fashion show by the interns who lit up the stage with their charisma. Overall the event was a memorable one for the graduates as well as their parents. Medha Bhat a 7th term MBBS student participated in Solo Classical Music competition at Classical Music workshop securing 3rd prize in the same, held on 22nd December 2020.

Participation of students in cultural events conducted by other institutions

She again participated in Classical Music Workshop for "Enhancement of Skills" on 6th of February 2021.

She also participated in Inter University cultural competition- Light Music solo, held on 4th and 5th of March 2021. Nilanjana Dutta a student of 3rd term took part in Samskruthika Kalaprathibhotsava 2020-21 organised by the Karnataka State Dr. Gangubai Hangal Music and Performing Arts University on March 4, 2021 in the Hindustani Classical Music Solo category. She bagged the second prize.

Sakshi Bhagat, a student from 1st term participated in a poetry competition organized by the King George's Medical University called nazm-e-hayat.



JSS ONLINE CULTURAL PROGRAMME

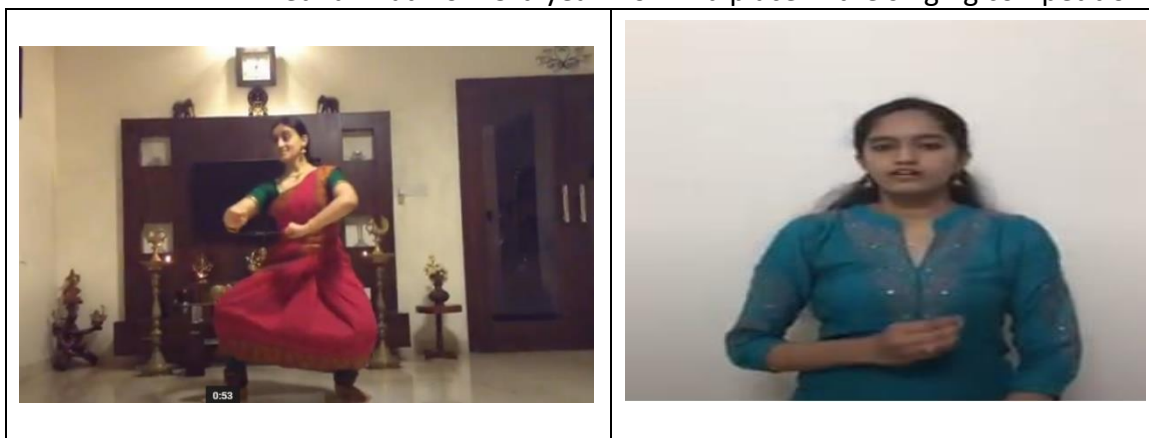
Amidst all the chaos around the world, our university organized an ONLINE FEST for students at various colleges of JSSAHER from 16th November 2020 to 20th November 2020.

Following events were organized: Spray Painting, Mask Making, Advertisement, Singing, Dance. Students from JSS Medical College participated with lot of enthusiasm.

Following students participated in JSS U Fest:

Aishwarya Bhat, Poojitha, Vidhyavati, Varuni Makam, Deepika, Samyak Shah, Medha Bhat, Sandra

Medha Bhat from 3rd year won 2nd place in the singing competition.



Report on online Pharmafest- JSSTYANA 2k21

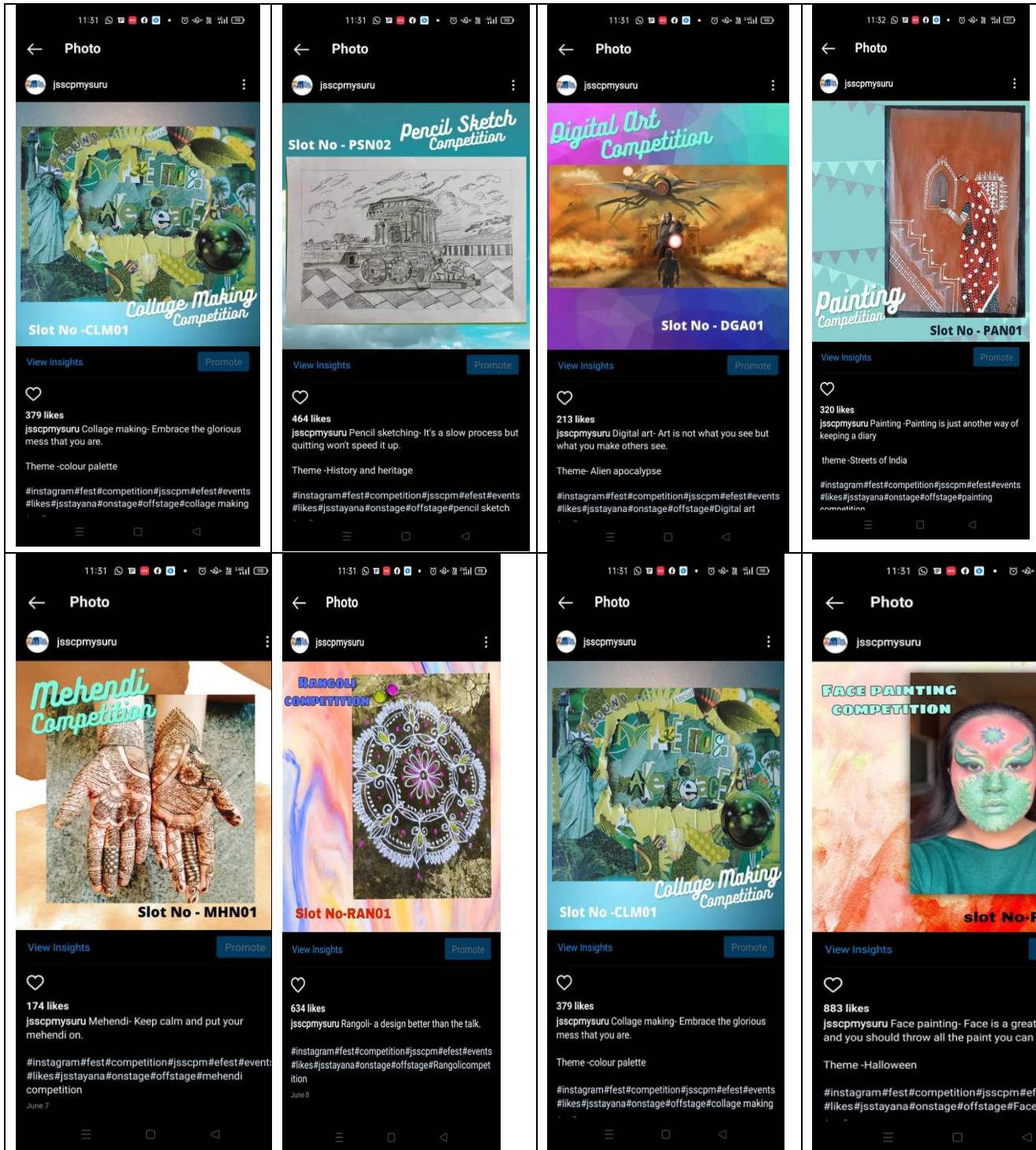
The pandemic has brought us into the virtual world and has enabled us to cater the needs of extracurricular activities. As a part of the cultural fest for the academic year 2020-2021, the IPS team along with cultural coordinators (Dr.Nagashree.K.S & Chethan.I.A) organized JSST YANA, which was conducted through the online using official college Instagram platform. The events were categorized into Performances and Presentations. There were a total of 12 events. All the programs were conducted on 4th and 5th of June 2021. The video footages of the competitors were collected through the official mail and after preliminary scrutinization by the judges the top 3 videos were uploaded on Instagram and the winners were chosen based on both the number of likes and the final judgment by judges.

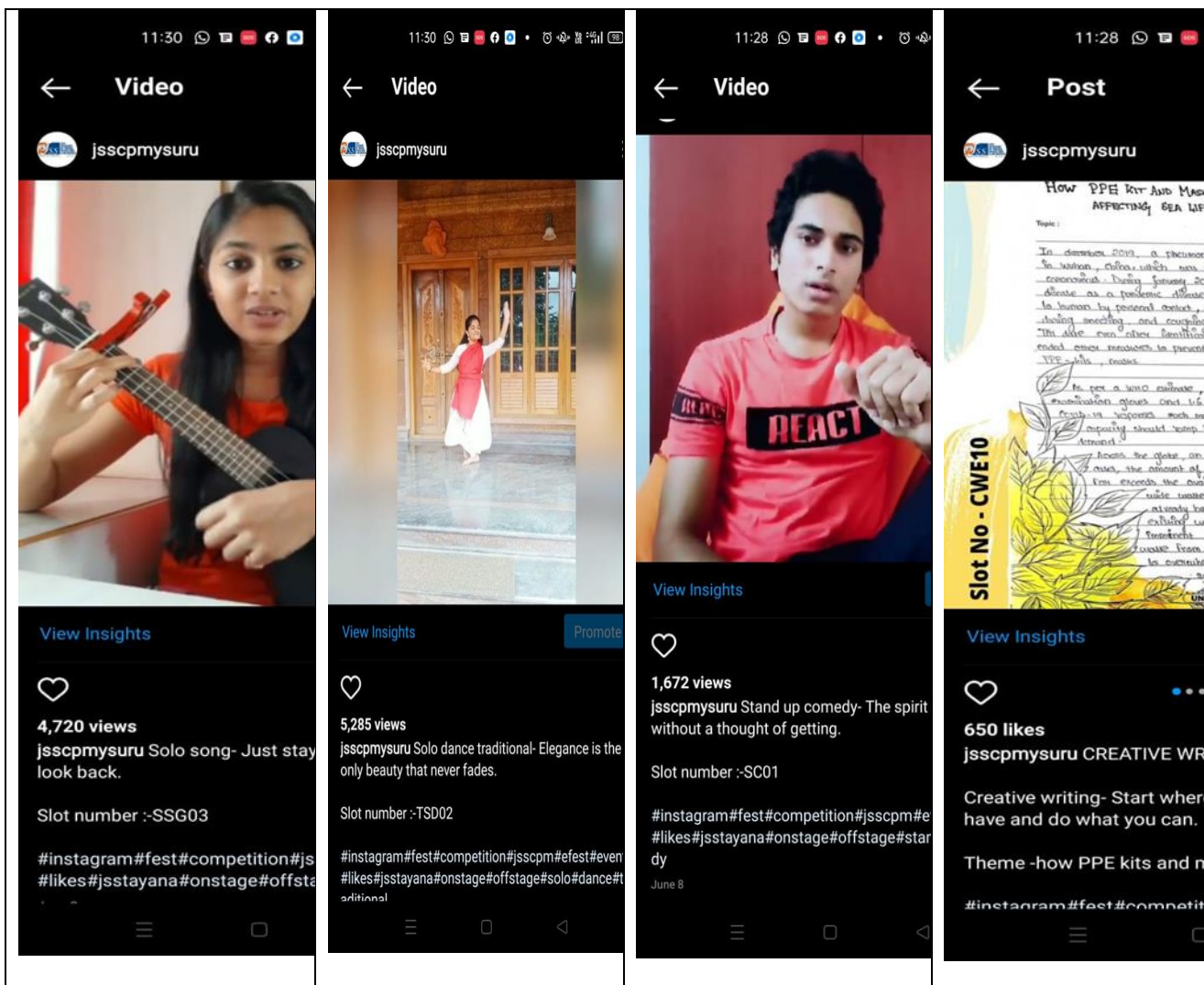
Winner's list

Sl. No.	Event	First prize		Second prize		Third prize	
		Student name	Class	Student name	Class	Student name	Class
1.	Solo Dance Traditional	Sandra Biju Mathew	I Pharm D	Meghana Satheesh	III B Pharm	Vismaya V	I Pharm D
2.	Solo dance non-traditional	Anna Mariya	IV Pharm D	Darshan T K	III B Pharm	Vamil Chaudhary	I Pharm D
3.	Solo song	Arunima Prakash	I Pharm D	Vivek Raghuvaran	I B Pharm	Merin Joseph	III Pharm D
4.	Creative writing english	Racchana Abby Varghese	I B Pharm	Tanisha Dua	I B Pharm	Kiran Naidu	I B Pharm
5.	Pencil sketching	P. Madhan	I Pharm D	Jatin Batra	I B Pharm	Swetha Kumar	II Pharm D
6.	Face painting	Salome Vanlalduhaki	I Pharm D	Saakshi Jain	I B Pharm	Bhavin Giriya	II B Pharm
7.	Collage making	Eileen	III Pharm D	Meghana Rao Nadendla	VI Pharm D	-	-
8.	Rangoli	Sai Meenakshitha Panyala	II Pharm D	Anusree	I B Pharm	-	-
9.	Painting	Jignasa	II Pharm D	Eileen	III Pharm D	Pallabi Ghosh	I B Pharm
10.	Mehendi	Apeksha 4 th B Pharm	IV B Pharm	-	-	-	-
11.	Digital art	Apeksha 4 th B Pharm	IV B Pharm	-	-	-	-



Clippings of JSST YANA 2k21, posted on Instagram





Prize winners at Samskruthika Kala Prathibhotsava



C. Surabhi
Mysuru, Mar. 10- C. Surabhi, student of JSS College of Pharmacy and a kuchipudi dancer, has secured first place in the Classical Group Dance category at 'Samskruthika Kala Prathibhotsava - 2021' Inter-University Annual Cultural Competition and Youth Festival.

C.M. Krithi (B.Sc., Faculty of Life Sciences) has secured third place in Mono Acting while Folk Dance team from Faculty of Life Sciences has secured third place in Folk Dance Group category.

Apart from these, students of JSS AHER also participated in Hindustani vocal, Karnatak vo-

cal, Mime, Light Music Solo and Classical Dance Group events under the guidance of Director of Academics and Cultural Coordinator, Dr. P.A. Kushalappa.

The team was led by Dr. Archer Ann Catherine, Assistant Professor & Cultural Coordinator, Faculty of Life Sciences and Dr. Jagdeep Chandra, Assistant Professor, Faculty of Life Sciences.

The cultural competitions were conducted by Karnataka State Gangubai Hangal Music and Performing Arts University, Mysuru, on the occasion of 108th birth anniversary of Padma Vibhushan Dr. Gangubai Hangal.

Participation of students in cultural events conducted by other institutions

Surabhi of II M.Pharm won I Prize in Solo Classical in a Two - Day Inter Department and College Level Cultural Competitions and Festival which was held on 4th and 5th March 2021, which was organized on the occasion of 108th birthday commemoration of Padmavibhushan, Dr. Gangubai hangal by Karnataka State Dr. Gangubai Hangal Music and Performing Arts University, Mysuru which was held at KSGH music and performing arts university JLB Road, University Campus, Mysuru.

12.SPORTS ACTIVITIES

The Chess team of JSS Academy of Higher Education & Research, Mysuru emerged winners in the state level inter Deemed University online chess Tournament organized by JSS AHER along with legend chess Academy, the tournament had 32 participants form 6 universities and was conducted both in team and individual formats. Mr. Shet Prajwal P, secured the highest point and was declared as winner in the individual category followed by Mr. Arjun Matathil. Both were from JSS Medical College. Manipal Academy of Higher Education & Research were runners-up.



12.CODE OF CONDUCT POLICY AND COMMITTEES OF JSSAHER

SUPPORTING SDG16

Code of conduct has been developed and adopted to express the guidelines for the conduct of all employees and students of the colleges. The present code of conduct is an attempt to provide direction and guidance to the teachers, employees and students in enhancing the dignity of their professional work and institution.

Obligations towards Students

- ✓ Treats all students with respect and affection.
- ✓ Respects the value of being just and impartial to all students irrespective of their caste, creed, religion, sex, economic status, disability, language and place of birth.
- ✓ Facilitates student's professional, social, intellectual, emotional, and moral development.
- ✓ Makes planned and systematic efforts to facilitate the student to actualize his/her potential and talent.
- ✓ Transacts the curriculum in conformity with the rules as prescribed by the university.
- ✓ Adapts his/her teaching to the individual needs of students.
- ✓ Maintains the confidentiality of the information concerning students and dispenses such information only to those who are legitimately entitled to it.
- ✓ Refrains from subjecting any student to fear, trauma, anxiety, physical punishment, sexual abuse, and mental and emotional harassment.
- ✓ Keeps a dignified demeanor commensurate with the expectations from a teacher as a role model.

Obligations towards Parents, Community and Society

- ✓ Establishes a relationship of trust with parents/guardians in the interest of all round development of students.
- ✓ Desists from doing anything which is derogatory to the respect of the student or his/her parents/guardians.
- ✓ Strives to develop respect for the composite culture of India among students.
- ✓ Keeps the country uppermost in mind, refrains from taking part in such activities as may spread feelings of hatred or enmity among different communities, religious or linguistic groups.

Obligations towards the Profession and Colleagues

- ✓ Strives for his/her continuous professional development.
- ✓ Creates a culture that encourages purposeful collaboration and dialogue among colleagues and stakeholders.
- ✓ Takes pride in the teaching profession and treats other members of the profession with respect and dignity.
- ✓ Refrains from engaging himself/herself in private tuition or private teaching activity.
- ✓ Refrains from accepting any gift, or favors that might impair or appear to influence professional decisions or actions.
- ✓ Refrains from making unsubstantiated allegations against colleagues or higher authorities.

13.SUBSTANTIALLY REDUCE CORREPTION AND BRIBERY IN ALL THEIR FORMS THROUGH OATH/PLEDGE

Doctor's Oath

Dentist's Oath

Pharmacist's Oath

Doctor's oath: I solemnly pledge myself to consecrate my life to service of humanity.

Even under threat, I will not use my medical knowledge contrary to the laws of Humanity.

I will maintain the utmost respect for human life from the time of conception.

I will not permit considerations of religion, nationality, race, party politics or social standing to intervene between my duty and my patient.

I will practice my profession with conscience and dignity.

The health of my patient will be my first consideration.

I will respect the secrets which are confined in me.

I will give to my teachers the respect and gratitude which is their due.

I will maintain by all means in my power, the honour and noble traditions of medical profession.

I will treat my colleagues with all respect and dignity.

I shall abide by the code of medical ethics as enunciated in the Indian Medical Council (Professional Conduct, Etiquette and Ethics) Regulations 2002.

I make these promises solemnly, freely and upon my honour.

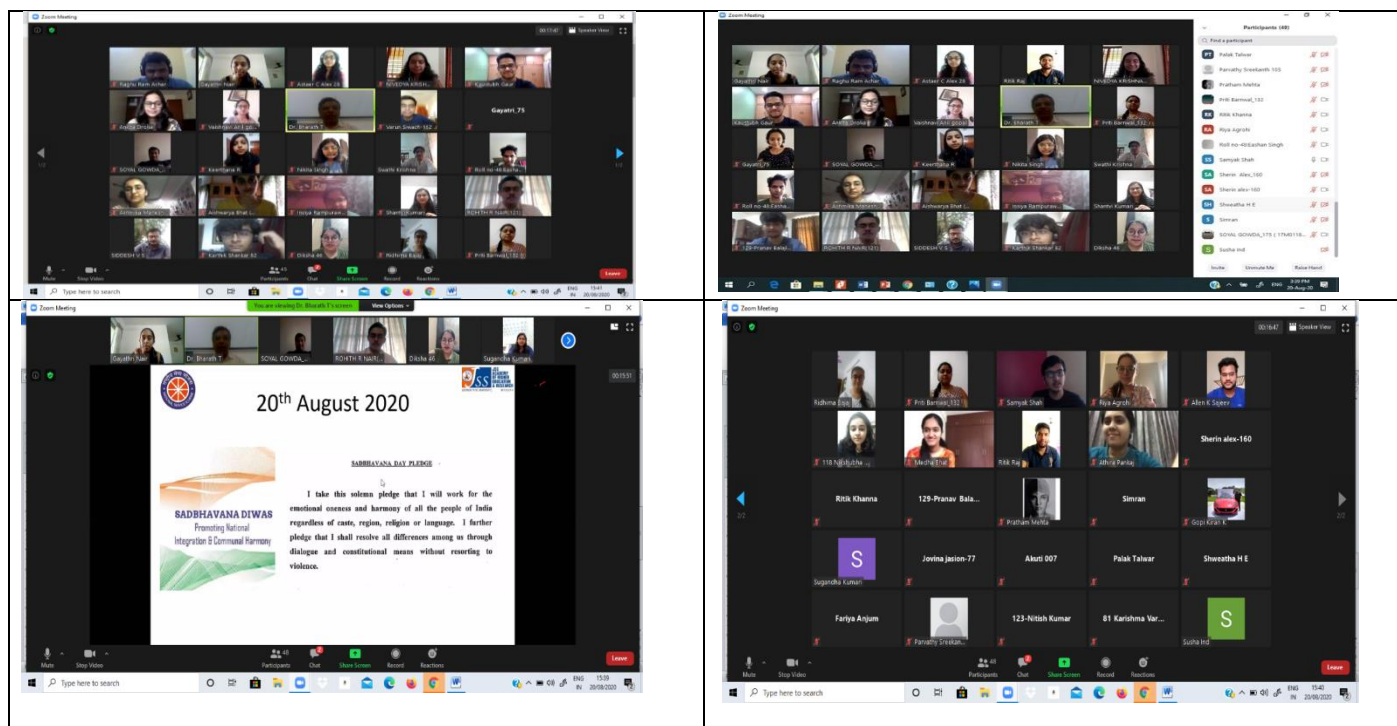
Pharmacists Oath: I swear by the code of ethics of Pharmacy Council of India, in relation to the community and shall act as an integral part of health care team. I shall uphold the laws and standards governing my profession. I shall strive to perfect and enlarge my knowledge to contribute to the advancement of pharmacy and public health. I shall follow the system which I consider best for Pharmaceutical care and counselling of patients. I shall endeavour to discover and manufacture drugs of quality to alleviate sufferings of humanity. I shall hold in confidence the knowledge gained about the patients in connection with my professional practice and never divulge unless compelled to do so by the law. I shall associate with organizations having their objectives for betterment of the profession of Pharmacy and make contribution to carry out the work of those organizations. While I continue to keep this oath unviolated, may it be granted to me to enjoy life and the practice of pharmacy respected by all, at all times ! Should I trespass and violate this oath, may the reverse be my lot !

SADHBHAVANA DIWAS: PLEDGE TAKING CEREMONY

August 20th is celebrated to commemorate the birth anniversary of our former Prime Minister, Sri Rajiv Gandhi. In his honour, this day is observed as Sadhbhavana Divas to encourage national integration, peace, communal harmony and goodwill towards each other.

On the occasion of the same, NSS unit of JSS Medical College, Mysuru organised an oath taking ceremony on August 20, 2020. Over 50 students volunteered for the ceremony which was conducted on a Zoom meeting (Meeting ID-4131837409), 3:30 pm onwards. The event was organised by Dr. Bharath T (NSS Programme officer, JSS Medical College) and coordinated by Gayathri S Nair (NSS Student coordinator). Dr. Raghu Ram Achar (Faculty of Life Sciences, JSS Academy of Higher education & Research) was also present to honour this event.

The event commenced with an address on the importance of 'Sadhbhavana' which means 'Good will', especially during the current situation of the COVID-19 pandemic, by Dr. Bharath. Then, the pledge was taken by all the volunteers, with complete determination to live up to the ideals of promotion of unity and brotherhood through 'Ahimsa'. The brief meeting ended on a note of awareness after a short speech by Dr. Raghu Ram Achar and Dr. Bharath. This meeting indeed brought in, a sense of responsibility among volunteers and a promise to live by the true spirit of this celebratory occasion



14. COMMITTEES OF JSSAHER SUPPORTING SDG17- Committees Ensure responsive, inclusive, participatory and representative decision-making at all levels

- **Internal complaints committee** to address the complaints related to gender discrimination and sexual harassment
- **Students grievance Redressal Cell** to effectively address the grievance of students
- **Student Support Cell** to address mental health issues and learning difficulties
- **Student Council** to address the needs and demands of the students
- **Anti-ragging committee** to efficiently prevent and address the incidents of ragging.
- **Human Resources Division** helps in adequate representation for women in teaching and non-teaching Posts
- **Internal Quality Assurance Cell** Empowerment of women with leadership positions in academic and administrative domains
- **Human Resources Division** offers equal opportunities to all the employees irrespective of gender, religion, and casts
- **Academic Section** helps with Scholarships for the students through Government agencies
Vidyasiri Scholarship (Karnataka ePASS) is a Scholarship Welfare Scheme launched by the Karnataka State to help the students from backward classes and low-income families. The **Vidyasiri Scholarship** is meant for students who come from SC/ ST/ EBC/ OBC background and disabled students who wish to pursue higher studies after Matriculation (Class 10 SSC). **Vidyasiri Scholarship** is run by the 'Department of Backward Classes Welfare' for the educational growth of Karnataka students who hail from financially weak and underprivileged families. **101 students received Rs. 8,86,450.00 Vidyasiri Scholarship.**
- JSSAHER & its Constituent Colleges facilities and supports Zero tolerance for discrimination.

Anti-Ragging Committee

The Anti Ragging Committee is hereby reconstituted at JSS Academy of Higher Education & Research (JSS AHER) Mysuru in accordance with the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions 2009 and its amendments “ referred to above with the following members.

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
1	Dr Surinder Singh Vice Chancellor JSS AHER	Chairman	9845115962 vc@jssuni.edu.in
2	Dr. P.A.Kushalappa Director (Academics) JSS AHER	Member	9448054718 dr_acad@jssuni.edu.in
3	Dr. Pramod Kumar. T. M Principal JSS College of Pharmacy Mysuru	Member	9900520875 pramodkumar@jssuni.edu.in
4	Dr. Ravindra. S Principal JSS Dental College & Hospital	Member	9513501273 jss_dch@yahoo.co.in
5	Dr. Raveesha. K.A HOD, Dept of Water and Health JSS AHER	Member	9845481329 raveeshaka@jssuni.edu.in
6	Dr. Suma Vice Principal Prof of Biochemistry JSS Medical College, Mysuru	Member	8105687797 mnsuma@jssuni.edu.in
7	Sri. Suresh. K.S Chief Executive JSS Law College New Kanthraj Urs Road Kuvempunagar, Mysuru 570009	Member (Legal Advisor)	09686677266 suresh@jsslawcollege.in
8	Smt.Y.T.Madhuri Thatachari Managing Trustee, Bhramara Trust of Y.T. & Madhuri Thathachari # 144, 5th Cross, 3rd Main,	Member (NGO)	9448465436 ytmadhu@yahoo.com

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
	Vijayanagar 1st Stage Mysuru – 570 017		
9	Police Inspector N.R. Police Station Mysuru -570 007	Member	0821- 2418338
10	Sri. S.R. Satish Chandra Administrative Officer JSS Medical College	Member (Parents Representative)	96866 77254 aosrs@yahoo.co.in
11	Sri.Veerabhadraswamy Assistant Administrative Officer Dept of Water and Health Faculty of Life Sciences JSS AHER	Member	7019992492 veeyes2009@hotmail.com
12	Dr. K.N. Mahesh No.1313,Rajendra Krupa 5th Cross,Paduvana Road Kuvempunagar, Mysuru.	Member (Parents Representative)	082125 42118 ortho_drmahesh@yahoo.co.in
13	Dr. Gurubasavaraj V Pujar #35, savinanasu. Rishab Milleniun Enclave, Near Chamundeshwari Railway Layout Shydanahalli, KRS Road, Metagalli Post Mysuru- 16	Member (Parents Representative)	08088532266 gvpujar@jssuni.edu.in
14	Dr. H.V. Chandrakanth Prof of For. Med & Chief Warden, JSS Medical College, Hostels, JSS Medical College campus	Member	9886957779 chandrakanth.hv@jssuni.edu.in
15	Dr. M. N. Sumana Prof of Microbiology JSS Medical College Warden JSS Medical College Women's Hostel	Member	9845128274 mnsumana@yahoo.com
16	Dr. Sunil Kumar B B Associate Professor of Surgery JSS Medical College Mysuru – 570015	Member	9880228429 drsnilbb@yahoo.com
17	Mr. Mahendran. B Lecturer Dept. of Pharmaceutics Warden JSS College of Pharmacy, Mysuru.	Member	8197930467 bmahendran@jssuni.edu.in

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
18	Dr. K. P. Arun, Asst Professor, ADept of Pharmacy Practice and Warden Boys Hostel JSS College of Pharmacy, Ooty.	Member	9994934663 kparun@jssuni.edu.in
19	Dr. H.G. Lingaraju, Asst Professor in Environmental Science Dept of Water & Health & Asst Warden (Faculty of Life Sciences) JSS Academy of Higher Education & Research, Mysuru /td>	Member	7795183471 lingarajuhg@jssuni.edu.in
20	Dr. Priyanka Nithin Lecturer JSS Dental College & Hospital,	Member	9448582024 dr.priyankanitin@jssuni.edu.in
21	Mr. Anand LIG- 54 2nd stage 3rd main, Kuvempunagar, Mysuru -570 023	Member (Journalist)	9448054702 vatalanand@gmail.com
22	Srishti Mishra VIth Term JSS AHER Ladies Hostel, Mysuru	Member (Student representative)	9429012577 srshtm97@gmail.com
23	Adithi. Dash II B. Pharm JSS College of Pharmacy Hostel, Mysuru.	Member (Student representative)	9663810388 adithidash13@gmail.com
24	Sai Jayadeep B.Pharm JSS College of Pharmacy Hostel Ooty	Member (Student representative)	8668132140 sai.experian@gmail.com
25	Harini. R Ist M.Sct Dept. of Nutrition & Dietetics Faculty of Life Sciences, Mysuru	Member (Student representative)	8884036163 r.harini18@gmail.com
26	Dr.B.Manjunatha Registrar JSS AHER, Mysuru-570 015	Member Secretary	9741123331 registrar@jssuni.edu.in

Grievance Redressal Committee

Under Section 3 (3.5) of Memorandum of Association & Rules of the JSS AHER a Grievance Redressal Committee consisting of the following Members in the JSS AHER.

SL #	NAME	POSITION
1	Dr. P.A. Kushalappa Director(Academics), JSS AHER Mysuru.	Chairperson
2	Dr. Dakshaini, M.R Vice -Principal (Academics)and Professor, Dept of Prosthodontics, JSS Dental College and Hospital Mysuru.	Member
3	Dr. Md. Afzal Azam Vice -Principal, Professor & HOD of Pharmaceutica Chemistry, JSS College of Pharmacy, Ooty.	Member
4	Dr.Renuka .M Professor of Community Medicine JSS Medical College Mysuru.	Member
5	A student representing the college where the grievance occurred to be nominated based on academic merit by the concerned college.	Special invitee

Prevention of Sexual & Gender Harassment Committee

The Prevention of Sexual and Gender Harassment Committee of Jagadguru Sri Shivarathreeshwara Academy of Higher Education & Research reconstituted with the following members as specified below.

SL #	NAME	POSITION	MOBILE# & EMAIL
1	DR. M.N. SUMA Prof. & HOD, Dept., of Bio - Chemistry, Jss Medical College, Mysuru	CHAIRPERSON	8105687797
2	SMT. MADHURI TATHACHARI Managing Trustee, Bhramara Trust, Mysore	Member	9448465436
3	PROFESSOR SHIVANANDA BHARATHI JSS Law College, Mysore	Member	9986070590
4	DR. DIVYA RAO BJ Asst. Prof. Dept., of HSMS, JSSAHE&R, Mysore	Member	9886779653
5	DR. M N NAGANANDINI Asst. Prof. Jss College of Pharmacy, Mysore	Member	9632876016
6	DR. B GOWRAMMA Asst. Prof. Dept., of Pharmaceutical Chemistry, Jss College of Pharmacy, Ooty	Member	94421111
7	MRS. N PALLAVI Asst. Prof. Dept., of Water & Health, Faculty of Life Sciences, JSSAHE&R, Mysuru	Member	9980889207
8	SMT. S SUMITHRA Computer Programmer, JSS Dental College & Hospital Mysore	Member	9880431839
9	SMT. KOKILA M.S Deputy Registrar (Sr. Grade) JSS AHER Mysore	MEMBER SECRETARY	9480030005

Student Support Centre (SSC)

About

The Student Support Centre (SSC) is a completely confidential service devoted to supporting the emotional well-being of students. The centre is Located in the JSSU Campus, Mysore, Karnataka. The Student Support Centre (SSC) is a completely confidential service devoted to supporting the emotional well-being of students.

Aim

Aims to provide Comprehensive services under one roof to the students. JSS University is a university that is constantly striving to maintain international standards of excellence, certainly in academic output, but equally in the holistic emotional, mental, and physical well-being of its students. The World Health Organization has identified depression as the single largest contributor and leading cause of mental and physical disability across the world. It is the second leading cause of death (by suicide) in the 15 – 29 years age group. According to the National Crime Records Bureau, a suicide is committed in India every five minutes and a third of all suicides in India falls within this age group. The Student Support Centre has linked with the WHO campaign on raising awareness around mental health and aspires to contribute to public education about issues that affect young people, such as sexual abuse, suicide, and substance abuse. etc..

Objectives

Objectives of the Student Support Centre

- To offer practical and constructive support to students in adjusting to a new environment as well as social or personal challenges that are specific to their age group and circumstances.
- To spread awareness about ways to cope with academic pressures that often lead to mental health difficulties, and to assist students with the academic concerns that emerge from dealing with any short or long-term health condition.
- To treat mental and physical disabilities as not merely a pathological problem but as a more complex situation that requires the care of specialists who offer constant support through long periods of treatment and recovery.
- To help combat the general social taboos associated with anxieties and depression on campus, and to foster a positive outlook among students.
- To establish the University campus as a student-friendly safe space that is sensitive to physical and mental disabilities.

Faculty

- Mr. Vishwanath Prasad completed his Masters in Social Work, specialization with Medical and Psychiatry, (MSW) from Bangalore University, and has an M.Phil. in Social Work from Vinayaka Missions University, Salem, Tamilnadu.
- Mr. Prasad began his career in the field of Psychiatry Counselling. Since then, he has worked with Mentally ill Persons, Transgender, Abuse People, Tribal Community Problematics Family's, and Couples in Several Hospitals, NGOs, Rehabilitation centers and Govt. institutions that deal with Mental Health and Wellness of each person.
- We proudly say that he is the one of the Team member to implement MANO CHAITANYA Program : Integrating Mental Health into Primary Health Care in Karnataka. To the best of our Knowledge, it is the first Program dedicated to integration of Mental Health care in Indian Public Health Care (PHC) institutions and possibly worldwide.
- He is aware about the Strength in Vulnerability. He Considers and Believes in Taking Therapies will help person come out their Social and Psychological problems.

Services

SSC offers the following services to its students

- Complete privacy and confidentiality in its services, unless the student permits disclosure. All files and records stay within the SSC
- First line of intervention and counselling for any issues that may be causing concern to you or anyone you know
- Appointments with trained clinical psychologists who have experience working with this particular age group
- Appointments and referrals, if thought necessary, to a visiting psychiatrist at the same Centre
- Website with relevant resources, information, emergency contact numbers, etc.
- Awareness drive and outreach programs

SSC Guidelines

- SSC operates on an advanced-appointment basis. Kindly factor in a 4-5 days waiting period for appointments.
- If you cannot make it at the time of your appointment, please inform us in advance (preferably, at least a day earlier) so that we can give the slot to someone else in need of it. If you wish to reschedule the appointment, we will try to give you the earliest available slot.

- If you miss an appointment, please note that the next appointment will be given only after a week.
- Please ensure that you are on time for your appointment to avail yourself of the full session.

Contact us

Three Ways to Contact Us

Visit the SSC during Office Hours for initial inquiries and to schedule an appointment.

Student Support Centre is open from 10.30am to 1.30pm and 2.30pm to 5.30pm Monday to Friday, 10.30 to 2.00pm Saturdays

Call during office hours

Phone: +91 9448143137

Send us an email : ssc@jssuni.edu.in

SSC gives appointments in advance. Please factor in around 4 -5 days waiting period for appointments. We will make every effort to give you the earliest available slot. Thank you for your cooperation.

SSC does not offer emergency services.

Contact emergency services (JSS medical emergency) when you or someone you know:

- is considering immediate harm to self or to others has just harmed self
- is undergoing extreme emotional or behavioural distress that is affecting normal day-to-day functioning.
- has alcohol or drug-related medical complications.
- exhibits sudden and acute behavioural or emotional changes.
- drop us an email: ssc@jssuni.edu

<https://jssuni.edu.in/jssaher/jssaher-academics/student-support-center.html>

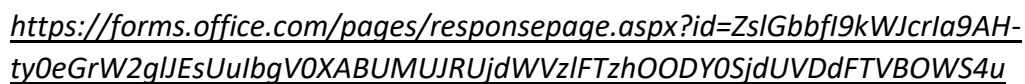
15. RIGHT TO INFORMATION

<https://jssuni.edu.in/JSSWEB/UDHP.aspx?PID=29&>



"JSS Academy of Higher Education & Research is a Deemed to be University. As per the Judgement of the High Court of Karnataka (WP 25114/2009 dated 3 rd Nov 2015) and the Central Information Commission (CIC) decision (CIC/RM/C/2014/000433/MP dated Jun 9, 2017), Deemed to be University is not a Public Authority under Section 2(h) of the RTI Act, 2005."

Caste Discrimination - Complaints Register

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NOTIFICATIONS: < Certificate Program in Statistical Methods & Research Methodology (ODL mode). >

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(DREAMED TO BE UNIVERSITY) M Y S U R U
(Formerly Known as Jagadguru Sri Shivarathreeshwara University)

Examination Notifications Admissions 2021 JSS AHER Student / Parent / Staff Portal
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Students, Parents & Staff Grievance Redressal

Caste Based Discrimination - Complaints

Students, Parents & Staff Complaints

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<https://jssuni.edu.in/JSSWEB/UDHP.aspx?PID=425>

Students, Parents & Staff - Complaints Form

Please clearly mention the details of the complaints

Required

1.Name

2.Email ID

3.Contact Mobile Number

4.Details of the Discrimination

Submit

NATIONAL CADET CORPS

HOME NATIONAL CADET CORPS

INTRODUCTION

Welcome To NCC

JSS Academy of Higher Education & Research, formerly known as JSS University provides value-based education for overall development of the students. The institution is providing various student support programs like, counselling, mentorship, NSS etc., the institution is going to provide the opportunity of NCC to the students.



17. STRENGTHEN RELEVANT NATIONAL INSTITUTIONS, INCLUDING THROUGH INTERNATIONAL COOPERATION, FOR BUILDING CAPACITY AT ALL LEVELS, IN PARTICULAR IN DEVELOPING COUNTRIES, TO PREVENT VIOLENCE AND COMBAT TERRORISM AND CRIME.

The institute is constituted a separated cell to take care of NRI/Foreign student opted for various courses in our institutions also assisting the visa process, housing, local legal issues counseling etc.

The SDGs aim to significantly reduce all forms of violence, and work with governments and communities to end conflict and insecurity. Promoting the rule of law and human rights are key to this process, as is reducing the flow of illicit arms and strengthening the participation of developing countries in the institutions of global governance.

JSS Academy of Higher Education & Research is well known for its policies, which provide safety and security to all its students and employees so that peaceful atmosphere always exists. Women in particular are being provided with all support including anti-ragging, anti-sexual harassment and other personal issues. The Management practices transparent functioning in order to safeguard its employees providing justice.

FUNCTIONING OF THE NCC AT JSS AHER TOWARDS PEACE & STRONG INSTITUTION

JSS Academy of Higher Education & Research (JSS AHER), Mysuru, conducted inaugural function of its NCC Unit (Army wing), which is affiliated to 13 Kar Bn NCC, Vinoba Road, Mysuru on 17/02/2021 in Sri Gowrishankara Auditorium.

Col. Rajesh Kumar, Commanding Officer of 13 Kar Bn NCC inaugurated the function and, in his address motivated the cadets to serve the Nation.

The Guests of Honor Dr. P. A. Kushalappa, Director (Academics), JSS AHER in his special address stated that the NCC cadets can develop self-confidence and punctuality through camp and parade training.

Dr. Surinder Singh, Vice chancellor, JSS AHER, presided over the function and in his Presidential address, stated that the aim of NCC is to develop the traits like confidence, courage, discipline, decorum, and winning attitude in the young minds of the cadets, which is to be followed in every walks of life.

The programme was also graced with the presence of Rajendra Singh, Subedar Major, Rajesh Kumar, Naik Subedar and Ashok, CHM of 13 Kar Bn NCC.

The Principals, Vice-Principals, Administrative Officers and Asst. Administrative Officers from constituent colleges, The Head, Faculty of Life Sciences, and Coordinators of various departments of JSS AHER were present on the occasion.



(Left to Right sitting) Ashok, CHM., Dr. P A. Kushalappa., Director (Academics)., Dr. Surinder Singh, Vice – Chancellor, JSS AHER., Col. Rajesh Kumar, Commanding Officer, 13 Kar Bn NCC., Rajendra Singh., Subedar Major, 13 Kar Bn NCC., Dr. Balasubramanian S, Director (Academics) & Dean, FLS and Naik Subedar were present with NCC cadets on the occasion.

<https://jssuni.edu.in/jssaaher/jssaaher-ncc/ncc-home.html>

18.INTERNAL COMPLAINTS COMMITTEE ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The ACT provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected therewith or incidental there to.

Educational institutions are also bound by the Supreme Court’s directive and the Act. The JSS Academy of Higher Education & Research is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination based on sex/gender. Following this, the institute is committed to uphold the Constitutional mandate ensuring the above mentioned human rights of all those who fall within its jurisdiction. As directed by the act JSSAHER has constituted a committee called “Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace.”

The Induction programme for the students of Department of Health System Management Studies was organized on Nov 5th 2020

The highlights of the programme included the sensitization of the students to gender harassment that they might encounter during their student life at the place of study. The talk was given by Dr. Suma MN. Chairman ICC, JSSAHER, who communicated the acceptable and the unacceptable behavior of the students to one and other as well as the faculty towards the students. The procedure for Complaint was also told to the students. Following any complaints the disciplinary action would be taken was also communicated to the students.

There were around 80 students as well as accompanying parents of those students who attended the programme. The students were from the under graduate and the post graduate course offered by the department.

Internal Complaints Committee on Sexual Harassment of women at workplace

Preamble

JSS Medical College has provided open forum to discuss the **challenges and expectations** about gender inequality, gender based violence and the insecurity faced by women in particular, in the college campus. The Prevention of Sexual Harassment Committee **acknowledge with gratitude**, the contributions of members of all sections of the academic community, students, teachers and staff representatives, women group and social activists. Sexual / Gender Harassment committee was constituted on 1.2.2012 at JSS Medical College. and Committee was reconstituted on October 27th 2016 and in August 21st 2019.

Objectives

- Prevent discrimination and sexual harassment against women by promoting gender equality among students and employees
- Make recommendations to the Chairperson for changes in the rules for students in the prospectus and the bye-laws, to make them gender-just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner aiming at ensuring support services to the victim and termination of the harassment
- Recommend appropriate punitive action against the guilty party.

Internal complaints Committee (ICC) on Sexual Harassment of women at workplace (Reconstituted)

Sl. No.	Name	Position	Mobile No. & e-mail
1	Dr.Akkamahadevi P. Professor of Anaesthesia JSS Medical College and Hospital Mysuru - 570 015	Chairman	7406784848 pakkamahadevi@jssuni.edu.in
2	Prof.K.S.Suresh Chief executive JSS Law College, Mysuru - 570 023	Member	9686677266 principal@jsslawcollege.in
3	Sri.K.K.Shivakumar Law Officer JSS Mahavidyapeetha, Mysuru - 570 004	Member	9886542310 shivu55560@gmail.com
4	Smt. Sudha phaneesh # 19, 4 th Cross, 'F' Block J P Nagar, Mysuru - 570 031	Member	9449038733 sudhaphaneesh@gmail.com
5	Dr.M.N.Sumana Professor & Head of Microbiology Warden, JSS Hostel for Women JSS Medical College, Mysuru - 570 015	Member	9845128274 mnsamana@yahoo.com
6	Dr.M Renuka Professor of Community Medicine JSS Medical College, Mysuru - 570 015	Member	9845322452 dr.renuka.m@gmail.com
7	Dr. M.N .Suma Vice Principal(Pre & Para clinical) JSS Medical College, Mysuru - 570 015	Member	8105687797 suren156@gmail.com
8	Dr.Suchitha S Asso. Prof. of Pathology JSS Medical College, Mysuru - 570 015	Member	9845274440 satishsuchitha@gmail.com
9	Smt. Soubhagya S.D.A JSS Medical College, Mysuru - 570 015	Member	9611417860 soubhagya057@gmail.com
10	Dr. Sivaambika P S PG in Surgery JSS Medical College, Mysuru - 570 015	Member	8892006129 sivaambikaselvaraj@gmail.com
11	Dr Aparna Mohan Das PG in Community Medicine JSS Medical College, Mysuru-570015	Member	9495609519 aparnamohandas@gmail.com
12	Ms Srishti Mishra VIII term student	Member	9429012577 srshtm97@gmail.com

13	Ms.Tanvi Nagpal IX Term JSS Medical College, Mysuru - 570 015	Member	9582769772 nagpal.tanvi3@gmail.com
14	Ms. Amita V Khatawkar Intern JSS Medical College, Mysuru - 570 015	Member	9842174247 amitajune30@gmail.com
15	Dr..Vidya C S Professor Dept. of Anatomy JSS Medical College, Mysuru - 570 015	Member Secretary	9449679386 vidyasatish78@rediffmail.co m

Activities

1.In order to create awareness among staff and students, in all the departmental notice boards of the college, boys and gents hostel and Hospital, a notice has been displayed prominently indicating the following:

- List of committee members
- what constitutes sexual harassment
- Punishment under various sections of Indian Penal code

The above details was incorporated in the student academic calendar and distributed to all the students.

2.Virtual meeting was held on August 12th 2020 with Dr. Akkamahadevi as new chairperson of the committee

Minutes of meeting of ICC committee held on 12.08.20

Members present :

- Dr P Akkamahadevi, Professor, Department of Anaesthesia JSS Medical College-
Chairperson
- Dr Suma M N, Vice Principal (preclinical), JSS Medical College
- Dr M.N. Sumana, Professor of Microbiology
- Dr Suchita S, Associate Professor, Department of Pathology
- Smt Soubaghya SDA, JSSMC Girls Hostel
- Dr Aparna Mohandas, PG in Community Medicine
- Ms. Sivambika P S, PG Student, Dept of Surgery
- Ms Tanvi Nagpal, UG Student
- Ms Srishti Mishra UG Student
- Dr Vidya C S, Associate Professor, Dept of Anatomy, Member Secretary

Special invitee : Dr H Basavanagowdappa, Principal, JSS Medical College

Principal Dr H Basavanagowdappa welcomed all committee members. He briefed about the importance of ICC committee. Dr Vidya C S gave a presentation on objectives and activities of ICC committee. Dr H Basavanagowdappa suggested to come out with prevention strategies for safety of women at workplace. He also advised preventive measures to be taken at department level, hostels and Hospital. Dr Suma M N expressed that every year awareness talk for all students will be conducted on induction programme. Miss

Shruti Mishra suggested that the message about the committee should be put up in social media. Dr Akkamahadevi P. expressed that committee details has been uploaded in JSSU website and she thanked Dr. Bharathi MB for actively worked towards committee as chairperson. Principal requested the core committee members to come up with innovative ideas and thanked all other members of the committee.

Report of guest lecture on awareness programme on prevention, Prohibition and redressal of sexual harassment committee of JSSMC held on 1.2.21

The Medical Education Unit conducted White Coat Ceremony to the I MBBS Students on day 1 of their entry to the Medical College. The ceremony was inaugurated by Dr. H. Basavanagowdappa, Principal, JSS Medical College, on 01/02/2021 at gallery No 6, JSS Medical College.

In his inaugural address, the Principal highlighted the sanctity of the Medical Profession and significance of the White Coat to a doctor. This was followed with a presentation by Dr. Praveen Kulkarni who gave a brief overview of the relevance and importance of White Coat and also gave a list of Dos and DONTs with the White Coat. Dr. Arun, Convener of Medical Education Unit administered the 'White Coat Oath' to the students. This was followed by sessions on '**Prevention of ragging**' by Dr. Chandrakanth, '**Prevention of gender harassment**' by Dr. Vidya CS and 'JSSAHER Online portal' by Dr. Ravindra.

In the afternoon session the students were made to visit the departments of Anatomy, Physiology and Biochemistry.



Women's Day celebrations at JSS Medical College and Hospital

The faculty Dr Prathiba Pereira, Dr Bharathi M B, Dr Sumana, Dr Akila Prashant, Dr Vidya C S, Dr Deepa Bhat & Dr Archana were felicitated on the occasion of International Women's Day on 8th March 2021, with the Theme: Choose to challenge.

#ChooseToChallenge 2021

A challenged world is an alert world and from challenge comes change. So let's all choose to challenge.

How will you help forge a gender equal world? Celebrate women's achievement. Raise awareness against bias. Take action for equality.

JSS Academy of Higher Education & Research
(Deemed to be University), Accredited 'A+' Grade by NAAC
JSS MEDICAL COLLEGE
Sri Shivarathreeshwara Nagara, Mysuru- 570 015

We cordially invite you to
"Women's Day Celebrations"
8th March 2021 4-5 pm
Venue : Gallery-6

IWD 2021 campaign theme:
#ChooseToChallenge
A challenged world is an alert world. Individually,
we're all responsible for our own thoughts and
actions-all day, every day.

We can all choose to challenge and call out
gender bias and inequality. We can all choose to
seek out and celebrate women's achievements.
Collectively, we can all help create an inclusive world.

From challenge comes change, so let's all choose
to challenge.

J.S.S. MEDICAL COLLEGE



Dr Vidya CS Professor of Anatomy, Dr Akila Prashanth Professor of Biochemistry



Dr Deepa Bhat Associate Professor of Anatomy, Dr Bharathi MB Professor of ENT



Dr Archana Assistant Professor of Anaesthesia Dr Sumana MN Professor of Microbiology



Dr Pratiba Pereira Professor & Head Department of Geriatric Medicine

E Poster Competition on Sustainable Development Goals Student Research Cell of JSS Medical College, JSS Academy of Higher Education and Research conducted EPoster competition for biomedical sciences interns on the theme: Sustainable Development Goals: What is done and What can be done? on 7th of July 2021. Dr Praveen Kulkarni, Coordinator of Student Research Cell welcomed the dignitaries and participants. Dr H Basavanagowdappa, Principal, JSS Medical College, inaugurated the event and described the efforts put by JSS Medical College in achieving sustainable development goals. Dr B Suresh, Pro Chancellor, JSS Academy of Higher Education and Research in his presidential remarks, deliberated on the importance of SDGs in shaping the future of India and the world. He also emphasized on developing the essential skills and innovative attitudes in the student life to contribute towards achieving SDGs. Dr P A Kushalappa, Director Academics, JSSAHER graced the occasion with his presence. This was followed by E poster competition where, a total of 13 interns in various Biomedical Science programmes at JSS Medical College presented

National Webinar on Empowering Women, Building Gender Parity

Smt Anupriya Patel says Prime Minister envisions an India with larger role for women

Ministry of Education and University Grants Commission organised National Webinar on Empowering Women, Building Gender Parity as part of Webinar Series on Good Governance being held from 17th September, 2021 to 7th October, 2021. Hon'ble Minister of State for Commerce Smt. Anupriya Patel delivered the inaugural address. Secretary (HE), Shri Amit Khare, Chairman, UGC Prof. D.P. Singh, senior officials from Ministry of Education and University Grants Commission were present on the occasion.



Delivering the inaugural address, Minister of State for Commerce **Smt. Anupriya Patel said Gender Parity is not just good for women, it is good for the society and for the nation.** The Minister stressed upon the need for having equal rights, equal roles and equal opportunity for men and women so that they contribute equally in all dimensions of life. The Minister added, focus must be on increasing women's access to resources, her control over life and her decision-making rights.

Smt. Patel reiterated that Prime Minister envisions an India with larger role for women. The Minister highlighted various initiatives of Government like Pradhan Mantri Jan Dhan Yojana, Ujjwala Yojana, Beti Bachao Beti Padhao, Sukanya Samridhi Yojana and Fellowship/Scholarships for women from deprived section intended to improve the life of the women.

The Minister stressed that, barrier for gender parity is deeply entrenched in the mindset. She said, there must be a collective effort in the society to change that mindset. She called upon all those present in the webinar to play individual role in the family, in the society and resultantly in the nation, and supplement the efforts of the government. She said, an empowered woman is powerful beyond measure and beautiful beyond description.

Shri Khare, Secretary, Higher Education in addressing the webinar focused on remarkable achievements on the gender parity index in spite of the discrimination and lack of opportunity existing in the society. Shri Khare, also raised the issue of very a smaller number of women faculty, particularly at leadership positions in higher education institutions, and called for proactive efforts regarding this. **Prof. D.P. Singh, Chairman,**

UGC in his opening address reaffirmed that women of the 21st century is fully capable of taking decision for themselves and social development. Prof. Singh said, sensitivity towards women empowerment and equality in the society is possible only through education.

The National Webinar on Empowering Women, Building Gender Parity provided an opportunity to brainstorm with academicians, educationalists, administrators and students about the possible ways ahead to implement NEP in terms of empowering women in education.

Dr. Vasudha Kamat, Former Vice-Chancellor, SNDT Women's University, Mumbai and Member of NEP Draft Committee in her keynote address discussed the measures of multiple pathways to education, governance through political participation, gender sensitivity and targeted policies towards girls for bridging the gender gap.

Report on Crime Awareness Programme to staffs & students of JSS Medical College, Mysuru held on

In view of creating the awareness among the staffs and students, JSS Medical College had organised Crime Awareness programme from 15.09.2021 to 17.09.2021 at Sri Rajendra Auditorium, JSS Medical College, Mysuru, by Sri V.Mahesh, Sub Inspector, Office of the Superintendent of Police, Mysore District Control Room, Mysuru.

During the awareness programme, Sri Mahesh highlighted the use of **“One Nation One Emergency Number 112”** and use of ERSS (Emergency Response Support System) which helps the police to track the location of the person who is in distress/problem and provides the safety to the women, child protection, fire alarm, medical emergency and need police in case of location lost by dialling “112”



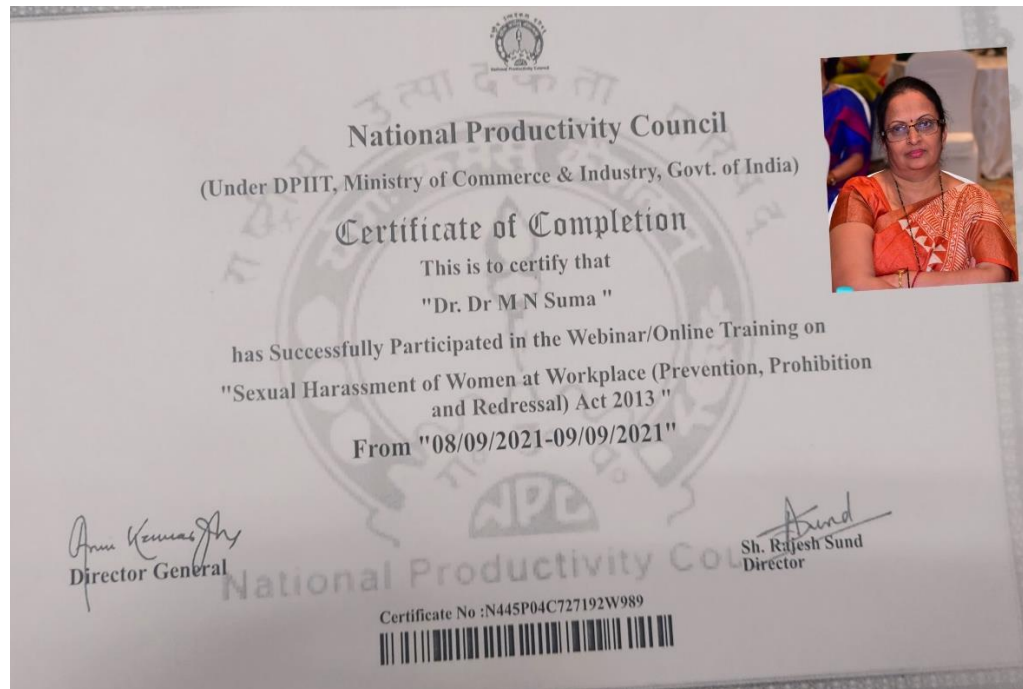
He also created awareness on how people can watch the crime incidents happened and traced by the police department using Instagram, Facebook and Twitter page.

He explained how to use Karnataka State Police App which provides the services of:

- The nearest police station and Jurisdiction of police station.
- To find out address, contact number, location and E-mail ID of any police officials.
- To look for the details of any missing person reported in Karnataka
- Any other important notifications to the citizens from the department of police.

The Crime Awareness Programme on dial of 112 was very useful to the students and staffs of JSS Medical College to protect themselves and to avoid any crime incidents before it happens.

Dr Suma M N Vice Principal (Preclinical) of JSS Medical College attended guest lecture on sexual Harassment of women at workplace on organised by National productivity Council



Personality Development Programme

JSS Dental College and Hospital proudly celebrated International women's day on 8th march 2021 along with Internal Compliance Committee (ICC). On this occasion Dr.Kathyayani, Lecturer, Dept. of Prosthodontics was honored 'Woman of service' for her contribution as an academician. The program was graced by Dr. Kushalappa P A-Director (Academics),Dr. Ravindra S, Principal, Dr.Preeti Kore -Professor and Head department of Conservative dentistry and Endodontics, KLE VK dental sciences. Mrs.Shakuntala Venugopal, Counselor. The cultural committee conducted various recreational events during the program.



A two day training programme on Personality Development was conducted along with Internal Compliance Committee (ICC) scheduled on 17th & 18th of March-2021 for administrative staff. The Programme Schedule was as follows :

Dr Ravindra S, Principal, JSS Dental College & Hospital graced the event as the chief guest and he inaugurated the programme along with the guest speakers. Resource persons for the training programme were Dr P Nagesh, Professor & Dean, Management studies, JSS Science and Technology University, Mysuru. He

delivered a guest lecture on the topic “Introduction and Brain Storming” & Dr Sindhu Bharath, HR Faculty, JSS Science and Technology University, Mysuru. She delivered a guest lecture on the topic “Quality Management” and Dr Sridevi Kulenur, Associate Prof., SJCE, JSS Science and Technology University, Mysuru she delivered a guest lecture on the topic “Values, attitude and ethics”. The Personality Development programme was attended by the administrative staff of JSS Dental College & Hospital.

1. Internal Compliance Committee was reconstituted with new members in the month of July 2020.
2. As part of the freshmen orientation program, the students of 1st year Pharm D, 1st B.Pharm, 1st year M.Pharm were oriented about the internal compliance committee as one of the student support available at the institution. The orientation was given to both students and parents in the month of October 2020. The entire program was conducted on online platform.
3. The Sustainable Development Goal No. 5 (Gender equality) was presented to the staff members. The indicators of the SDG were discussed elaborately.
4. The orientation programme on Redressed of sexual harassment and gender sensitization was conducted on 17.08.2019 by Ms. Sukanya Jay, former Child Protection Officer, Udhagamandalam. The target audience included First year students of Diploma, UG, PG and Ph.D., Scholars. Dr. B. Gowramma, Asst. Professor, JSS College of Pharmacy, Ooty, gave welcome address, and Ms. Roopa B S introduced the speaker. The students were addressed by the speakers at Remington hall. For the benefit of some students the presentation was done in native language (Tamil).

Prevention of gender discrepancy , sexual harassment at work place





Awareness Program For Freshers

GENDER SENSITIZATION & PREVENTION OF SEXUAL HARASSMENT

November 9, Monday @ 12.00 - 1.00 PM

SPEAKER



Dr. Kamalaveni M.A., M.Sc., M.Phil., Ph.D
Assistant Professor
Department of Women's Studies,
Bharathiar University
Coimbatore-641046



Organized By,
Internal Complaints Committee,
JSS College of Pharmacy, Ooty

Join By:
<https://us02web.zoom.us/j/82484771104>
<https://www.youtube.com/channel/UCNgaTvr5p1J3JfIFQZr5MEA>

INTERNAL COMPLIANCE COMMITTEE MEMBERS 2020-2021

This is to bring to the notice of the staff and students of this Institution; the enclosed list of staffs and students of this institution are being nominated as the members of this committee.

1.	Dr. B. Gowramma	Chairperson
2.	Dr. TK Praveen	Member
3.	Dr. B.S. Roopa	Member
4.	Dr. Khayati Moudgil	Member
5.	Mr. Rangaswamy	Advocate/Member
6.	Inspector of Police B1 Police Station, Ooty	Member
7.	Mr. J C Narayanan	NGO Member
8.	Ms. Aparna	Research Scholar, Department of Pharmaceutical Chemistry (Student Member)
9.	Mr. Deepu Varghese	V Pharm D (Student Member)
10.	Ms. Ananya	I B.Pharm (Student Member)
11.	Mr. Perarasan	III B.Pharm (Student Member)
12.	Ms. A. Sebatini Sinsi	II B. Pharm (Student Member)



Signature



PRINCIPAL
J.S.S. COLLEGE OF PHARMACY
Rockland's, Ootacamund-643 001

Minutes of the meeting held in connection with orientation programme on gender sensitization and prevention of sexual harassment and held on 09.11.2020 at 11.30 AM in the JSS College of Pharmacy, Ooty

The orientation programme on Redressal of prevention of sexual harassment and gender sensitization was conducted on 09.11.2020 by DR. Kamalaveni, Assistant Professor, Department of Women's Studies, Bharathiar University, Coimbatore. The target audience included First year students of Diploma, UG, PG and Ph.D., Scholars. Dr. B. Gowramma, Asst. Professor, JSS College of Pharmacy, Ooty, gave welcome address, and Dr. Roopa B S introduced the speaker. The students were addressed by via virtual platform and the following meeting link was used and the brochure of the programme is attached with this document for your reference.

CPO Webinar is inviting you to a scheduled Zoom meeting.

Topic: Gender Sensitization and Awareness on Prevention of Sexual Harassment for Freshers

Time: Nov 9, 2020 11:30 AM India

Join Zoom Meeting

https://us02web.zoom.us/j/82484771104

Meeting ID: 824 8477 1104

One tap mobile

+19292056099,,82484771104# US (New York)

+13017158592,,82484771104# US (Washington D.C.)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington D.C.)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 824 8477 1104

Find your local number: <https://us02web.zoom.us/j/82484771104>

Around 179 students participated in this programme.

As an introductory talk to the topic she mentioned about definition of the gender. She explained the stereotyping of behavior of society towards the gender and their roles with suitable examples. She also explained the drawbacks of work which is very specific to male gender and female gender job opportunities in some sector is not allowed like heavy weight in industries.

The speakers discussed about the redressal procedure providing the information on who can complain, to whom to complain, and what a complaint should contain. The Do's and Don'ts

for complaint committee were also discussed as per the UGC norms. The key elements of workplace sexual harassment were explained in detail with examples. They also gave information on possible penalties/punishments for a proven offence including false complaints. The students actively participated.

The student representatives were re-constituted with new members: Ms. Aparna, Research Scholar, Department of Pharmaceutical Chemistry, Mr. Deepu Varghese V Pharm D, Ms. Maria S, Mr. Perarasan, II B.Pharm., Mr. JC Narayanan, NGO member, Mr. Rangaswamy, Advocate, Inspector of B1 Police station, Ooty. Details of ICC was explained by Dr. Khayati Moudgil gave Vote of thanks.

After this programme the ICC members of JSSCP, Ooty, discussed about the future programme/actions of the committee. And it was decided to conduct programme at least once in six months to sensitize students.

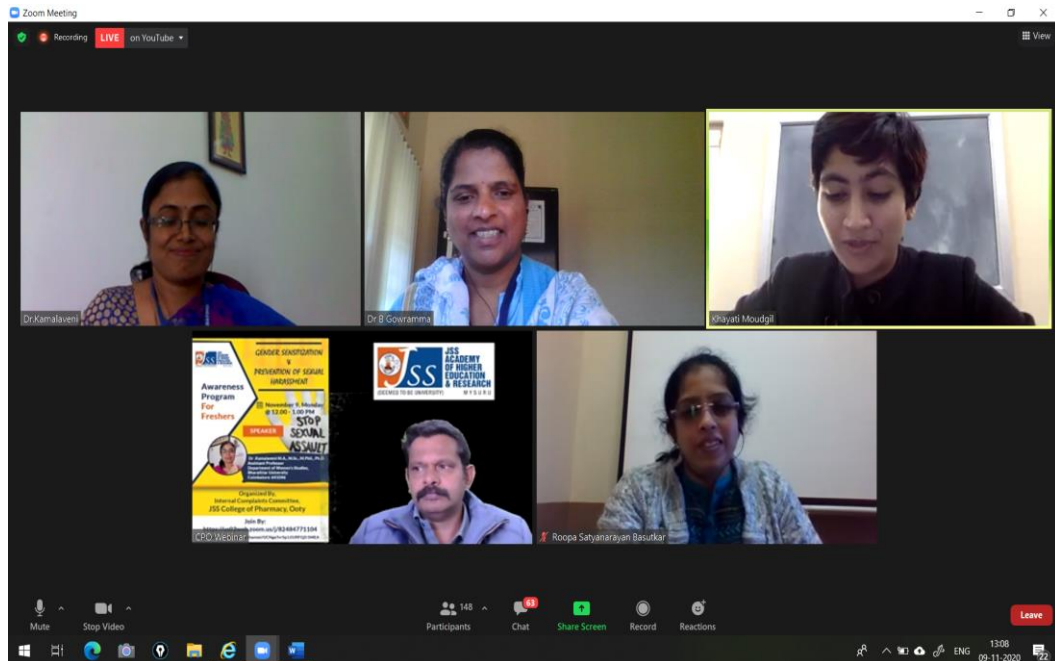
ICC members;

1. Dr. B Gowramma (Chairperson)
2. Dr. TK Praveen (Member)
3. Dr. B.S Roopa (Member)
4. Dr. Khayati Moudgil (Member)
5. Dr. N. Krishnaveni (Member)
6. Mr. Rangaswamy (Advocate/member)
7. Mr. Inspector of Police B1 police station, Ooty (Member)
8. Mr. JC Narayanan, NGO Member

Student Members:

Ms. Aparna, Research Scholar, Department of Pharmaceutical Chemistry
Mr. Deepu Varghese, V Pharm D.,
Ms. Ananya, I B.Pharm.,
Mr. Perarasan, II B.Pharm.

Glimpses of the orientation programme



Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Recording LIVE on YouTube

Dr. B. Gowram... Dr.Kamalaveni... Khayati Moud... Roopa Satyan...

Gender Socialization

Agents of Socialization



Unmute Stop Video

Participants 170 Chat Share Screen Record Reactions

12:38 09-11-2020

Leave

Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Recording LIVE on YouTube

Dr. B. Gowram... Dr.Kamalaveni... Khayati Moud... Roopa Satyan...

Gender Identity



SHE HAS BEEN A VERY SUCCESSFUL WOMAN ALL THROUGH HER LIFE. FIRST, A RICH MAN'S DAUGHTER, THEN A RICH MAN'S WIFE, AND NOW SHE IS A RICH MAN'S MOTHER...

Unmute Stop Video

Participants 163 Chat Share Screen Record Reactions

12:45 09-11-2020

Leave

Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Dr.B.Gowram... Dr.Kamalaveni... Khajanti Moud... Roopa Satyan...

Recording LIVE on YouTube

In Gender Equal World

Benefits

- Allow boys to express their emotions, encourage them to be expressive. Involve them in activities like gardening and cooking.
- Expose girls to role models of women in business, especially those outside the stereotype, like doctors, scientists and leaders.
- These role models will help girls to see themselves in professions outside the normal stereotypes.

Unmute Stop Video Participants Chat Share Screen Record Reactions Leave

162 ENG 12:46 09-11-2020

Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Dr.B.Gowram... Dr.Kamalaveni... Khajanti Moud...

Recording LIVE on YouTube

Small changes in the way we speak

Change the way we speak

Changing the Way We Speak

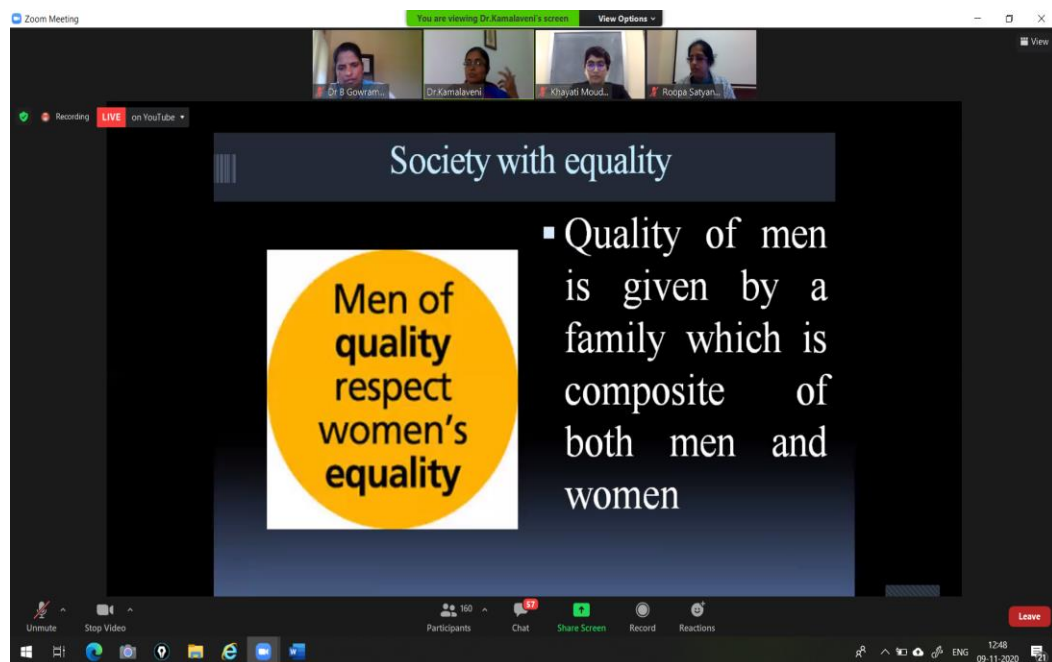
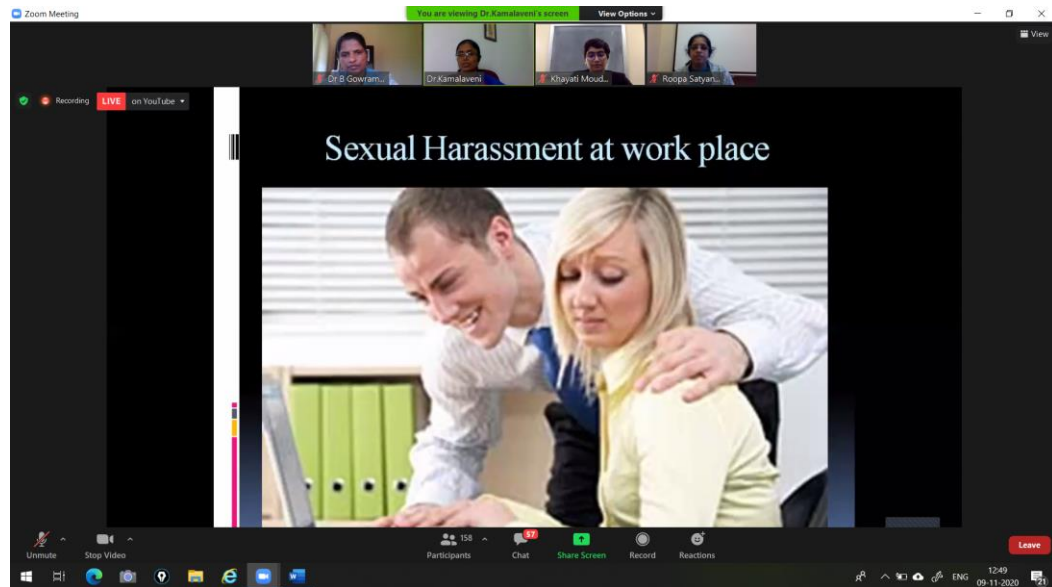
How can we remove gender? Like this!

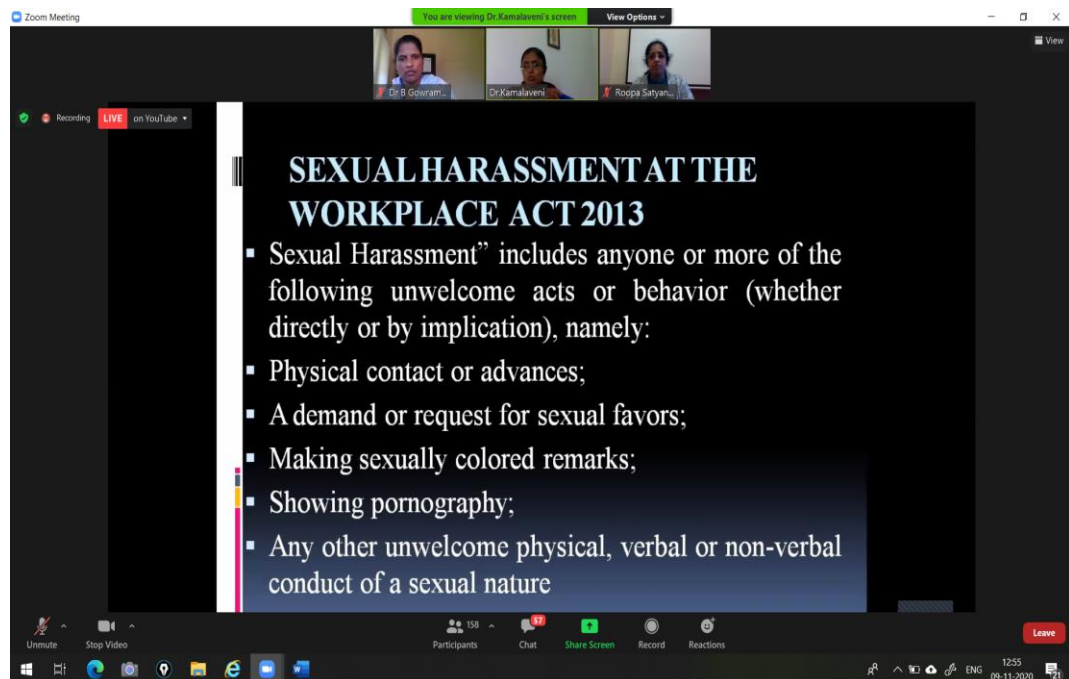
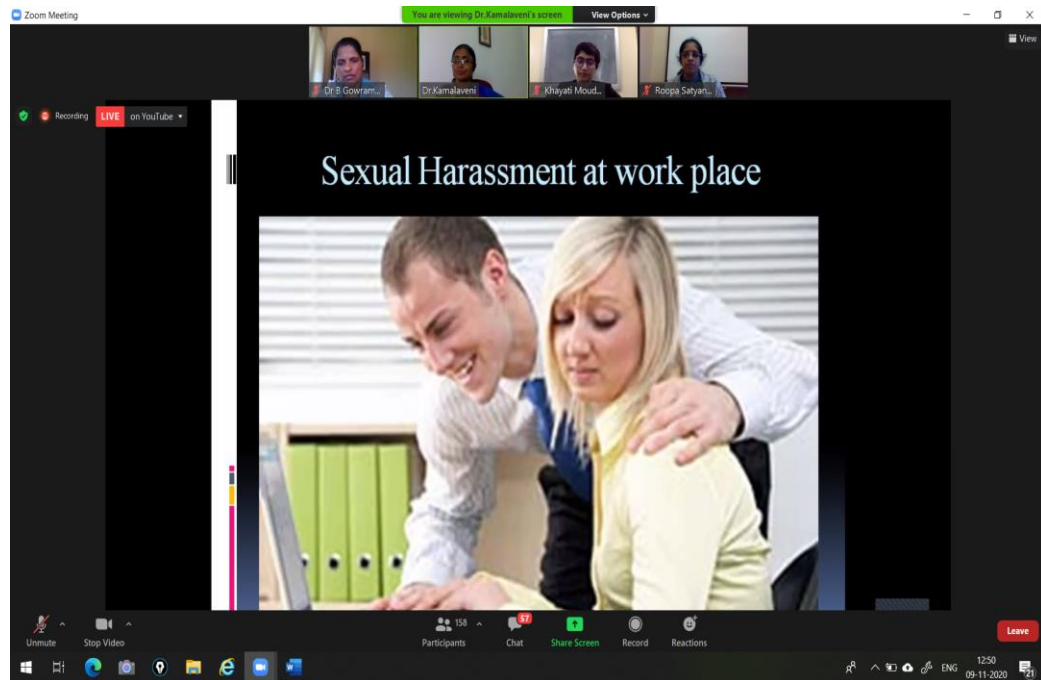
• Mailman / Postman	• Postal worker
• Salesman	• Salesperson
• Businessman	• Businessperson/ Executive
• Penmanship	• Handwriting
• Mankind	• Humankind
• Fireman	• Fire fighter
• Policeman	• Police officer
• Cleaning woman	• Office cleaner/ House cleaner/ custodian
• Woman	• Womyn

EnglishCarnival.com

Unmute Stop Video Participants Chat Share Screen Record Reactions Leave

162 ENG 12:47 09-11-2020





JSS ACADEMY OF HIGHER EDUCATION & RESEARCH, MYSURU
(Deemed to be University)
Accredited 'A' Grade by NAAC
JSS COLLEGE OF PHARMACY, UDHAGAMANDALAM
(An ISO 9001:2015 Certified Institute)



Zoom Meeting | You are viewing Dr.Kamalaveni's screen | View Options

Recording LIVE on YouTube

Unmute | Stop Video | Participants (158) | Chat | Share Screen | Record | Reactions | Leave

UNWELCOME	WELCOME
Feels bad	Feels good
One-sided	Reciprocal
Feels powerless	In-control
Power-based	Equality
Unwanted	Wanted
Illegal	Legal
Invading	Open
Demeaning	Appreciative
Causes anger/sadness	Happy
Causes negative self-esteem	Positive self-esteem

Zoom Meeting

You are viewing Dr. Kamalaveni's screen

View Options

Recording LIVE on YouTube

Behavior that Constitute Sexual Harassment At the Workplace

- Making sexually suggestive remarks or innuendos.
- Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
- Offensive comments or jokes.
- Inappropriate questions, suggestions or remarks about a person's sex life.

Unmute Stop Video

Participants Chat Share Screen Record Reactions

Leave

1300 09-11-2020

Zoom Meeting

You are viewing Dr. Kamalaveni's screen

View Options

Recording LIVE on YouTube

WHO CAN COMPLAIN AND WHERE

- Any woman employee can complain
- To the Local Complaints Committee with the support of the Nodal Officer
- Nodal Officer will forward all such complaints within seven days of its receipt to the concerned Complaints Committee for appropriate action

Unmute Stop Video

Participants Chat Share Screen Record Reactions

Leave

1302 09-11-2020

Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Recording LIVE on YouTube

Dr.B.Govardhana Dr.Kamalaveni Khayati Moud... Roopa Satyan...

The written complaint should contain a description of each incident

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graph LR; CC[Complaint Content] --- DI[Description of Incident (s)]; DI --- D[Date (s)]; DI --- T[Timings]; DI --- R[Respondent's Name]; DI --- P[Parties Working Relationships];
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Mute Stop Video Participants Chat Share Screen Record Reactions Leave

153 ENG 1303 09-11-2020 21

Zoom Meeting

You are viewing Dr.Kamalaveni's screen

View Options

Recording LIVE on YouTube

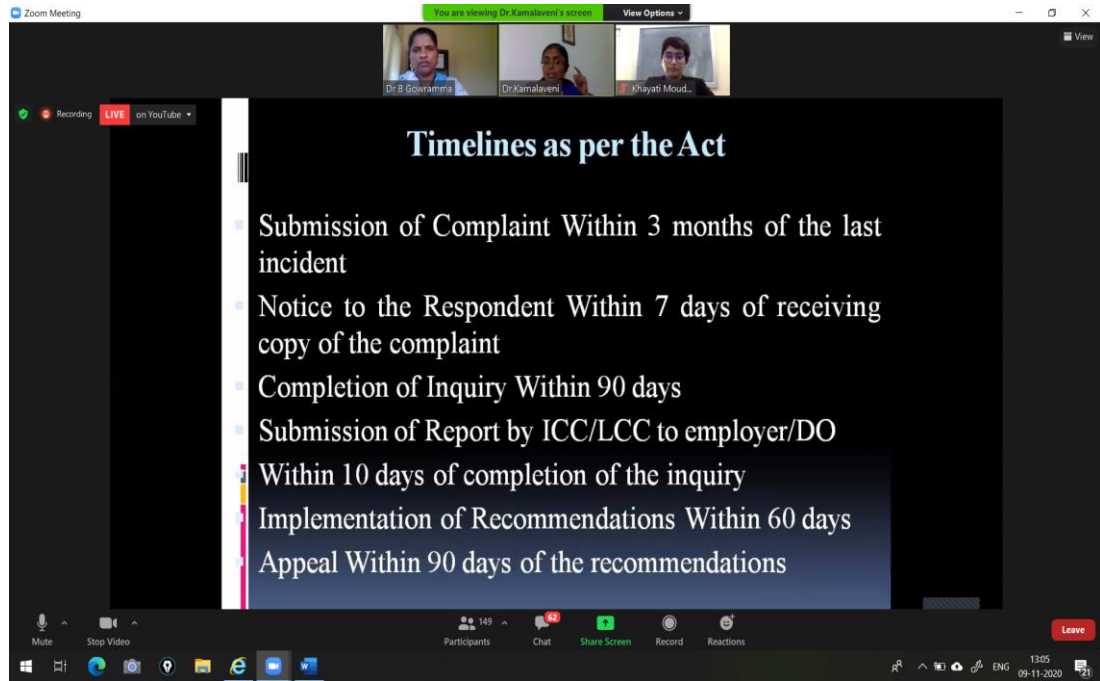
Dr.B.Govardhana Dr.Kamalaveni Khayati Moud... Roopa Satyan...

Complaints Committee's

- Review the written complaints and response to complaints
- Review the applicable policy, the Act/Rules, Vishaka Guidelines and other relevant law
- Develop a plan
- Meet with the complainant
- Meet with the respondent
- Meet with the witnesses

Mute Stop Video Participants Chat Share Screen Record Reactions Leave

152 ENG 1304 09-11-2020 21



A screenshot of a Zoom meeting interface. At the top, three video thumbnails are visible for participants: Dr B Gowramma, Dr Kamalaveni, and Khayal Moud... The main content area displays a presentation slide titled "Timelines as per the Act" with a bulleted list of six items. The Zoom toolbar at the bottom includes icons for Mute, Stop Video, Participants (149), Chat, Share Screen, Record, Reactions, and a red Leave button. The status bar at the very bottom shows the time as 13:05 and the date as 09-11-2020.

Timelines as per the Act

- Submission of Complaint Within 3 months of the last incident
- Notice to the Respondent Within 7 days of receiving copy of the complaint
- Completion of Inquiry Within 90 days
- Submission of Report by ICC/LCC to employer/DO Within 10 days of completion of the inquiry
- Implementation of Recommendations Within 60 days
- Appeal Within 90 days of the recommendations

Report prepared by

Dr B Gowramma

Dr Roopa B S

**NCC Unit Inaugural function - JSS Academy of Higher Education &
Research, Mysuru -15**



(Left to Right sitting) Ashok, CHM., Dr. P A. Kushalappa., Director (Academics)., Dr. Surinder Singh, Vice – Chancellor, JSS AHER., Col. Rajesh Kumar, Commanding Officer, 13 Kar Bn NCC., Rajendra Singh., Subedar Major, 13 Kar Bn NCC., Dr. Balasubramanian S, Director (Academics) & Dean, FLS and Naik Subedar were present with NCC cadets on the occasion.

JSS Academy of Higher Education & Research (JSS AHER), Mysuru, conducted inaugural function of its NCC Unit (Army wing), which is affiliated to 13 Kar Bn NCC, Vinoba Road, Mysuru on 17/02/2021 in Sri Gowrishankara Auditorium at 11.00 AM.

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The Guests of Honor Dr. P. A. Kushalappa, Director (Academics), JSS AHER in his special address stated that the NCC cadets can develop self-confidence and punctuality through camp and parade training. He motivated the students to be like horse in a race.

Another Guests of Honor Dr. Balasubramanian, Director (Research) & Dean, Faculty of Life Sciences, JSS AHER, in his special address motivated the cadets to attain excellence in the field.

Dr. Surinder Singh, Vice chancellor, JSS AHER, presided over the function and in his Presidential address he stated that the aim of NCC is to develop the traits like confidence, courage, discipline, decorum, and winning attitude in the young minds of the cadets, which is to be followed in every walks of life. He concluded his speech by wishing the troop to achieve lots of success.

The programme was also graced with the presence of Rajendra Singh, Subedar Major., Rajesh Kumar, Naik Subedar and Ashok, CHM of 13 Kar Bn NCC.

The Principals, Vice-Principals, Administrative Officers and Asst. Administrative Officers from constituent colleges, The Head, Faculty of Life Sciences, and Coordinators of various departments of JSS AHER were present on the occasion. Cadets from different subjects were present during the ceremony.

Dr. Lingaraju HG, NCC Caretaker Officer of NCC Unit of JSS AHER welcomed the gathering. Priyanka, NCC cadet proposed the Vote of Thanks and the event successfully ended with NCC song.

Covid War Room Work During Covid - 19

During lockdown few NCC cadets and NCC Caretaker Officer of JSS AHER voluntarily accepted to participate in the Mysuru District Covid War Room. This activity is proposed by 13 Kar Bn NCC Mysuru to serve the society in the difficult time to manage Covid-19.

The participants were vaccinated and trained accordingly to work in the war room. The war room work is distributed into three batches (8AM to 8PM and each batch timing is 4 hours a day) each day. Each batch included 10 NCC cadets of different colleges. Well planned timetable was prepared and informed to cadets to work effectively. At the same time authorities have instructed the cadets and staff to take precautionary measures for the safety and personnel hygiene.

The work of the cadets in the Covid war room includes the receiving of calls from the Covid Patient or Care taker of Covid patient and assisting them with required information like vaccination centres, bed availability, providing doctors contact details, oxygen supply and other related information. Cadets also involved in feeding all details to the system for further processing.





Ms. Medha R S & Mr. Nandhan Kakade M., NCC cadets of JSS AHER were actively participated in Mysuru District Covid War Room and they were deputed by 13 Kar Bn to assist the district administration to control Covid – 19 Pandemic.

UNITED
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crisis'



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Thambaraji

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'Exercise NCC Yogdaan'

60 cadets render voluntary service at
Mysuru District COVID War Room



Kar Naval Unit NCC cadets manning the Helplines at District COVID War Room.

Mysuru, May 18 - The Ministry of Defence has permitted temporary employment of the National Cadet Corps (NCC) under 'Exercise NCC Yogdaan' in the battle against the COVID-19 pandemic.

Responding to the call given by Mysuru Deputy Commissioner Rohini Sindhuri for voluntary service by the Senior NCC cadets of HQ NCC Group Mysuru, the modalities and safety angles were examined at the Group Headquarters by the Group Commander and Lt. Col. Ashok (retired), Officer-In-Charge of the District COVID Control Room (COVID War Room).

The requisition was processed through the HQ Karnataka and Goa Directorate to Director General NCC, New Delhi. All the processing was carried out via mail and within four hours the approval to employ the cadets with most precautionary measures was sanctioned.

One more meeting was held at DC's Office and the finer points were discussed for the deployment of the cadets. The Commanding Officers of the NCC Units which incorporate the Army, Navy and Air Force prepared their respective unit cadets and staff. The consent of

their parents was obtained before their employment.

The selected volunteer cadets (in this case the girl cadets are more in number than the boys) were given the principal dose of vaccination before their deployment. A total of 60 cadets in three shifts are presently being utilised on an everyday schedule from 8 am to 6 pm which has now been increased to twelve hours from 8 am to 8 pm.

The District Administration has contributed immensely by providing various safety measures against COVID-19.

Before this at the National level, NCC was earlier employed

extensively during the 1965 and 1971 conflicts as the sector line of defence. However, NCC has been contributing immensely during all the disaster management.

Colonel R. S. K. Menon, Group Commander, NCC Group Mysuru, expressing his gratitude to the parents of all volunteer cadets and also of those cadets in waiting, has thanked the Heads of the Schools and Colleges of these cadets.

He has also lauded the Deputy Commissioner and the supporting staff for providing this opportunity to the youths to serve the citizens in times of crisis.



3 Kar Girls NCC Bn cadets attending to calls at Mysuru District COVID War Room.

The clip from local newspaper showing the photographs of Ms. Medha R S., NCC cadet from JSS AHER rendering her service at Mysuru District Covid War Room as volunteer and representing 13 Kar Bn.



Ms. Medha R S., NCC cadet from JSS AHER, sharing her experience about Covid War Room activity to local TV Channel.



Dr. Lingaraju H G., NCC Caretaker Officer, JSS AHER, monitoring the safety and activity of NCC cadets at Mysuru District Covid War Room.

Note: A video clip can be seen from the below link about Covid war room duty by 13 Kar Bn NCC, Mysuru.

<https://youtu.be/BZAjnADDwtg>



JSS ACADEMY HIGHER EDUCATION & RESEARCH

Sri ShivarathreeshwaraNagara, Mysore-570 015, Karnataka, India

ACADEMIC INTEGRITY POLICY

ACADEMIC INTEGRITY POLICY

SL NO	CONTENTS
1	ACADEMIC INTEGRITY POLICY
2	ANTI PLAGIARISM POLICY/ GUIDELINES.
3	PATENT POLICY/ GUIDELINES.
4	PUBLICATION POLICY/ GUIDELINES.
5	MALPRACTICE ASSESSING PROCEDURE.

JSS ACADEMY OF HIGHER EDUCATION & RESEARCH



POLICY ON MAINTAINING ACADEMIC INTEGRITY

ACADEMIC INTEGRITY POLICY

PREAMBLE

JSS Academy of Higher Education & Research (JSSAHER) takes pride in the academic integrity of the staff and students but Institutes considers seriously all acts of academic misconduct which by definition “Academic dishonesty” shall be investigated and penalties shall be applied if proven, which shall be applicable to all the students and staff.

Academic integrity shall be maintained through the honesty in academic work in the constituent colleges and department of JSS AHER. The staff and students shall sustain the integrity of the university while facilitating the Institute imperative for the transmission of knowledge based upon the generation of innovative ideas.

- The students shall be responsible of independent thinking and providing of clear reference to all sources consulted.
- The faculties shall be responsible to provide guidance and academic skills support to students in all aspects of learning.

OVERVIEW

The policy describes academic dishonesty and research misconduct as (*not limited to*):

1. **Plagiarism:** – Includes incorporating quotation(s) or paraphrasing from the work of another person (s) without acknowledgment and Copying or representing or submitting the work of another person as one's own.
2. **Malpractice & Cheating :** Attempting to gain unfair advantage in an assessment by dishonest means and includes cheating in an examination, soliciting or receiving information or providing information to, another student or any other unauthorized source through written and printed material, including electronic and digital sources and devices, with the intent to deceive while completing an examination.

3. ***Misrepresentation of documents:*** Forgery, alteration, or misuse of any official document, record or instrument of identification.
4. ***Selling research and academic related materials:*** Selling or offer for sale project work/report, thesis, hand book, records of JSS Academy of Higher Education & Research.
5. ***Misinterpretation of research and publication:*** Fabrication, falsification of research work, research publications as book chapters, journal articles and/or conference publications.
6. ***Previously submitted work:*** Submitting academic/ research related material that has been previously submitted in whole or in substantial part in another course, without prior and expressed consent of the mentor/teacher.

To promote a strong culture of academic integrity and to control academic dishonesty and research misconduct, JSS Academy of Higher Education & Research, Mysuru had formulated following policies and guidelines:

1. Anti Plagiarism Policy/Guidelines.
2. Patent Policy/Guidelines.
3. Publication Policy/Guidelines.
4. Malpractice assessing procedure.

These four policies / guidelines shall stand as four pillars in maintaining the academic integrity of JSS Academy of Higher Education & Research, Mysuru.



JSS ACADEMY OF HIGHER EDUCATION & RESEARCH

ANTI PLAGIARISM POLICY

PREAMBLE

A procedure for the implementation of the policy is appended along with guidelines and a suggested format for use by the constituent colleges and department of JSS Academy of Higher Education & Research

Anti Plagiarism Policy and Guidelines of JSS Academy of Higher Education & Research shall be a key element in maintaining a culture of academic honesty and integrity, as well as preventing acts of plagiarism.

OVERVIEW

The policy refers plagiarism as the “failure to acknowledge the ideas of another” or “presentation of the ideas of another as one’s own” and copying of passages in the written work without acknowledgement. This policy proposes anti plagiarism guidelines certification.

APPENDIX - I

ANTI PLAGIARISM GUIDELINES

The Ph.D. / M.Phil candidates shall subject the thesis for anti plagiarism check using anti plagiarism web tool “Turnitin”

The Ph.D. / M.Phil candidates, who are due to submit their thesis from January 2016 onwards, shall submit their thesis along with anti-plagiarism certificate from the Anti-Plagiarism Committee (APC).

Permitted similarity index as per the anti- plagiarism guidelines are as follows:

Thesis/Dissertation	PhD / M.Phil
% Permitted Similarity index	20%
Total continuous words	Not exceeding 10 words

THE WORKFLOW:

- a) The research scholar shall submit the soft copy of the thesis for the plagiarism check to the guide.
- b) Checking shall be done by the guide for aim and objective, methodology, results, discussion, summary and conclusion excluding the review of literature and references.
- c) The anti-plagiarism report shall be generated by the guide and the report shall be submitted to Anti- Plagiarism Committee (APC) through Head of the department along with the thesis.
- d) The Institution shall form a Anti- Plagiarism Committee (APC) consisting of:
 - i. Principal-Chairman.
 - ii. Member - To be nominated by the Principal.
 - iii. Member secretary- To be nominated by the Principal.
- e) The APC shall certify the plagiarism check indicating the “Similarity index < or > (lesser or greater) than Permitted Similarity index” as per the anti- plagiarism guidelines of the JSS Academy of Higher Education & Research.
- f) The soft bound (draft thesis) with in permitted similarity index as per the anti-plagiarism guidelines shall be recommended and forward to the Controller of Examinations (COE) along with certificate of plagiarism check (Annexure-7).
- g) The submitted thesis with certification shall be subjected to Anti-plagiarism recheck in the office of COE.
- h) If the submitted thesis shows similarity index > (greater than) permitted similarity index, then the thesis shall be returned to candidate for correction, rechecking and resubmission with the fee of Rs.5000/-.
- i) In case the thesis still shows similarity index > (greater than) permitted similarity index, the student shall resubmit the thesis to COE for the third time with the fee of Rs. 7500/- which shall be considered as the final submission failing which the thesis will be rejected.
- j) The candidate shall mandatorily produce the anti-plagiarism certificate as a part of this submission.
- k) "Anti-plagiarism certificate" (Annexure-7) shall be attached in the thesis after the “Copyright” page.

APPENDIX - II

INSTRUCTOR'S GUIDELINES

- a) Administrator (JSS Academy of Higher Education & Research (JSS AHER)) will add instructors (Research Guides) to JSS AHER Turnitin account.
- b) The instructor will receive an e-mail from Turnitin through administrator with a temporary password.
- c) To get started, log in to Turnitin (www.turnitin.com) with the e-mail address and password.
- d) Click on the "Instructor" link. Fill in the required information in the new user profile form. In order to complete the profile, one must have an Account ID and an Account Join Password. This information will be provided by JSS Academy of Higher Education & Research Turnitin account administrator.
- e) For submitting thesis for plagiarism check, click on the "View" link to the right of the assignment to open the assignment inbox and then click on the "Submit" button.
- f) On the submission page, enter the thesis title and name of the guide and students.
- g) Users have a choice to upload a file from the computer, Dropbox, or Google Drive. Click on one of the submission buttons "choose from this computer", "Choose from Dropbox" or "Choose from Google Drive" and select the file for submission.
- h) For assignments that only allow file submissions that are able to generate originality reports Turnitin support the following formats:
Microsoft Word, PowerPoint, WordPerfect, PostScript, PDF, HTML, RTF, OpenOffice (ODT), Hangul (HWP), Google Docs (submitted via the Google Drive submission option), plain text files
- i) Click the "Upload" button to upload the thesis.
- j) A preview of the thesis chosen to submit will be shown on this page. Look over all the information and make sure that it is correct. To confirm the submission, click the "Confirm" button.
- k) After submission, system will begin processing the uploaded thesis and will generate an Originality Report within minutes for supported filetypes.
- l) To view the report, click the "Inbox" button on submission confirmation page. The assignment inbox will open.

- m) The Assignment Inbox shows uploaded thesis with their Originality Reports if available. To open the Originality Report for the thesis uploaded, click the report icon.
- n) The Originality Report will open in a new window called the Document Viewer. The Document Viewer allows instructors to access each Turnitin product in one location and view all the products simultaneously as layers.
- o) All the top sources found to match the uploaded thesis are in the sidebar to the right of the paper contents. Top sources are the sources that have the closest match (most matching words without variation) to the document's text.
- p) To view all underlying sources for a top source hover the cursor over the source and click on the arrow icon. The overlapping sources are listed below the top source.
- q) Click print/ save option to generate anti- plagiarism report for the uploaded thesis.



APPENDIX – III

JSS ACADEMY OF HIGHER EDUCATION RESEARCH

Sri Shivarathreeshwara Nagar, Mysuru - 5700 015

-

Certificate of Anti plagiarism check

It is certified that PhD/ M.Phil thesis titled

by _____ has been subjected to anti-plagiarism check.

We undertake the following:

- The research work submitted is original.
- No sentence, table, paragraph or section has been copied verbatim from any other resource unless it is placed under quotation marks and duly referenced.
- There is no fabrication of data or results which have been compiled.
- There is no falsification by manipulating research materials, equipment or processes.
- The thesis has been checked using Anti plagiarism web tool “TURNITIN” and found within limits as per the anti plagiarism guidelines of JSS Academy of higher education & research, Mysuru.
- Similarity index of the thesis is as follows:

% Similarity index	
Total continuous words	

1. Guide

2. Student:

Name:

Name:

Signature:

Signature:

Recommendation/ comments by APC of the Institution:

1. Chairman
Secretary

2. Member

3. Member

Name:

Name:

Name:

Signature:

Signature:

Signature:

Institution seal:



JSS ACADEMY OF HIGHER EDUCATION & RESEARCH

POLICY ON INTELLECTUAL PROPERTY / PATENT

OBJECTIVE

The JSS Academy of Higher Education & Research (JSS AHER) strives to support and encourage its faculty and students in securing commercial development of intellectual property resulting from their research to benefit the society. Faculty is encouraged to develop their inventions consistent with the academic mission of the JSS AHER.

PERSONS COVERED

This policy governs all persons at the JSS AHER, including full- and part-time faculty, visiting faculty, students (both undergraduate and graduate) and doctoral scholars.

INTELLECTUAL PROPERTY

Intellectual property of JSS Academy of Higher Education & Research includes not only inventions, discoveries, creations, or authored works which may be protected legally, such as patents and copyrights, but also the physical or tangible embodiment of the technology (Tangible Research Property - TRP), such as biological organisms, plant varieties, or computer software.

INTELLECTUAL PROPERTY AGREEMENTS

The JSS Academy of Higher Education & Research (JSS AHER) requires all the faculty of the JSS AHER, including those who participate in an internally or externally sponsored research program at the JSS AHER to execute an Intellectual Property Agreement (IPA). Each constituent colleges and department is responsible for securing execution of the IPA at the outset of the individual's employment or other association with the JSS Academy of Higher Education & Research. The completed forms should be forwarded prior to the time that the individual begins

Research work. Patent applications for discoveries and inventions are coordinated through the responsibility of the individual constituent college.

CONTROL OF TANGIBLE RESEARCH PROPERTY (TRP)

Control over the development, storage, distribution, and use of Tangible Research Property (TRP) is the responsibility of the principal investigator(s) if the research giving rise to the TRP was externally sponsored, and of the department Head if the research was not externally sponsored, but significant University resources were used in the development.

COMMERCIAL VALUE

Whenever TRP has potential commercial and scientific value, persons controlling that TRP should seek guidance from the JSS Academy of higher education & research to make it available for scientific use without diminishing its commercial value or inhibiting its commercial development.

COMMERCIALIZATION

Costs associated with commercialization, such as securing patent or copyright protection, are the ultimate responsibility of the individual college or department of the inventor. After consultation with the inventor(s) the Dean/Head may submit the disclosure to third party firms for review, evaluation and possibly filing of patent applications or other legal protection. If such third party commercialization entity accepts a disclosure for development, the JSS Academy of Higher Education & Research (JSS AHER) may enter into contractual and financial arrangements with the third party to commercialize the technology and return a share of any financial reward from such commercialization to the JSS AHER. If such financial reward is generated, and income is returned to the JSS AHER, the income will be distributed according to the royalty distribution rules in effect at the time the agreement was signed. Royalties received by the JSS AHER will be distributed to inventors, departments and constituent colleges.

TRADE SECRETS

Commercial enterprises which sponsor or are otherwise involved in JSS AHER, research may seek to protect their trade secrets with agreements requiring the maintenance of confidentiality. The JSS AHER will not generally enter into such agreements involving University research because of the resultant conflict with the JSS AHER policies of requiring the free and open publication of academic research.

JSS ACADEMY OF HIGHER EDUCATION & RESEARCH



APPENDIX – I

Intellectual Property/ Patent Policy Acknowledgement & Agreement

I understand that JSS Academy of Higher Education & Research (JSS AHER) has an Intellectual Property/ Patent Policy that applies to inventions made under JSSAHER auspices. In order to facilitate compliance with the terms of patent policy, I agree as follows:

1. I will abide by the JSS Academy of Higher Education & Research (JSS AHER) Patent Policy, including any amendments to it adopted from time to time, and I will execute any assignments or other documents necessary to comply with its terms.
2. If in the course of research conducted under JSSAHER auspices, as defined by the Patent Policy, I make any invention, I will provide to the JSSAHER a written disclosure of the invention, I will and hereby do assign to JSSAHER my rights in that invention as provided by the Intellectual Property / Patent Policy and I will cooperate with that University in the preparation of any patent applications.
3. I do not have any consulting or other agreement with any third person or organization which grants rights that are in conflict with this agreement, nor will I knowingly enter into any such agreement.

Date: _____

Signature: _____

Name: _____

Department: _____

Designation: _____

Address: _____



JSS ACADEMY OF HIGHER EDUCATION & RESEARCH, MYSURU

APPENDIX –II

RESEARCH/ PATENT AGREEMENT TEMPLATE

~~This Agreement is made~~ between JSS Academy of Higher Education & Research (JSS AHER), Mysuru and a faculty of JSS AHER employed at _____, hereinafter referred to as the First Part, and JSS AHER, Mysuru referred to as Second Part and collectively referred to herein as 'Parties'.

Whereas the first party includes Principle Investigator/Co Investigator/Project Investigating team/ Inventors.

Whereas both Parties hereto have agreed to jointly work on projects in topics of mutual interest and to patent the product as defined below and develop products under terms and conditions mutually agreed upon by the parties and whereas the parties desire to record the broad terms and conditions that are jointly accepted and agreed to in this Agreement as contained hereunder.

DEFINITION

- (a) 'Projects' shall mean and include the individual Projects under the Agreement, the terms and conditions for execution of each of which shall be jointly agreed upon, in writing.
- (b) 'Principal Investigator' shall mean the individual, employee of JSS AHER, having the responsibility of conducting and supervising the Project(s) under this agreement.
- (c) 'Co-Investigator' shall mean the individual(s) participating in the Project(s) under the supervision of Principal Investigator, including, but not limited to, students, employees, representatives, and agents.
- (d) 'Project Investigator Team' shall comprise the Principal Investigator and the Co-Investigators participating in the Project(s) under this agreement.
- (e) 'Products' shall mean the results and other deliverable generated

as a result of work to meet the objectives of the Projects.

(f) "Patent" shall mean

the invention or process protected by this right.

AREAS OF AGREEMENT

The parties agree to collaborate in the following said items/areas:

(a) Tangible Research Property.
property/Patent/Copyrights

(c) Intellectual

(b) Result/ Invention/Discovery of Research.
licensing-related transactions.

(d) Technology

(e) Commercialization and trade.

ASSIGNMENT

The parties hereto shall not transfer or assign any of their rights and obligations under this Agreement to any other party without obtaining prior consent in writing from other Parties hereto.

TERM / DURATION

This Agreement shall be initially valid for a period of years from the date of signing of this agreement. The parties may extend the term of this Agreement for additional periods as desired under mutually agreeable terms and conditions which shall be reduced to writing and signed by the Parties.

TERMINATION

Any of the parties may terminate this Agreement by serving a written notice on the other Parties months prior to the intended date of termination provided that the termination by either of the parties shall not relieve that party of its obligations accrued prior to such termination.

NOTICES

All communications by first party involving financial, administrative and other matters shall be sent to Registrar, JSS University, Mysuru. Any disputes between the parties shall be resolved by mutual discussions. Unresolved disputes, if any, shall be subject to resolution by a panel consisting of the Registrar and Dean who shall represent the JSSAHER and faculty/Inventor(s).

IN WITNESS WHEREOF, the Parties hereto have set and subscribed their respect; hands and seal on the day, month and year first herein above mentioned.

**FOR AND ON BEHALF OF JSS
UNIVERSITY**

**FOR AND ON BEHALF OF
FACULTY**

IN THE PRESENCE OF

IN THE PRESENCE OF

WITNESS

WITNESS



JSS ACADEMY OF HIGHER EDUCATION & RESEARCH, MYSURU

PUBLICATION POLICY

PREAMBLE:

Publication Policy of JSS Academy of Higher Education & Research (JSS AHER) is framed to ensure that research publication as output of quality research are freely accessible without economic, social and cultural barrier. It has been framed with a view (i) to support and assist the faculty members, research scholars, research associates and students for an effective research output, (ii) to increase the visibility of their publications by gathering and exhibiting them in the public domain within the liability of copy right agreements.

PUBLICATION POLICY

1. JSS Academy of Higher Education & Research (JSS AHER) Publication Policy requires that, from 1st July 2016:
 - a. Authors shall record publication details and deposit full text copies of research outputs, i.e. accepted peer-reviewed journal articles and conference proceedings (with ISBN number) no later than three months after the date of acceptance for publication/presentation.
 - b. Authors must use a standardized institutional affiliation “JSS Academy of Higher Education & Research”(JSS AHER), Mysuru” in all research outputs to ensure clear affiliation with the JSSAHER.
 - c. The policy applies to all research outputs, including those published by the Officers, Faculty, Non Teaching Staff, students and PhD scholars by adhering to Guidelines for Good Publication Practice to maintain academic integrity.

- d. On the event of any misconduct like plagiarism on publication the author shall solely be responsible for such actions and the JSS AHER supports the committee on publication ethics (COPE) code of conduct available at <http://publicationethics.org/>

PUBLICATIONS REVIEW COMMITTEE

JSS Academy of Higher Education & Research (JSS AHER) Publication / Journal Committee shall monitor over all publication activity of JSS AHER.

1). Publications Review Committee in Constituent Colleges & Departments:

The constituent colleges and departments of JSS AHER shall constitute a Publication Committee consisting of:

- a) Principal-Chairman.
- b) Member secretary- Editor - IJHAS Journal / JSS AHER News Letter Committee member.
- c) Member – IQAC Coordinator of the constituent college.

The Role and Responsibilities of the Publications Committee:

- a) To promote, facilitate, and monitor the publications.
- b) To ensure that all publications preserve the scientific integrity of the study.
- c) To review and suggest necessary revisions prior to the submission for publication.
- d) To avoid conflict with and/or duplication of other publications.
- e) To check plagiarism prior to the submission for publication.
- f) To ensure authors record publication details of all research outputs in the JSSAHER cloud based IT framework of JSS AHER.

2). Publications Review Committee in JSSAHER

The constituent colleges and departments of JSS Academy of Higher Education & Research (JSS AHER) shall constitute a Publication Committee consisting of:

- a) Registrar -Chairman.
- b) Member secretary- Director (Academics) / Director (Research).
- c) Member - IQAC Coordinator of JSS Academy of Higher Education & Research
- d) Member – External Expert.

The Role and Responsibilities of the Publications Committee:

- a) To monitor the publications and ensuring quality.
- b) To promote faculty publication through “Best Publication Award” annually for the University.
- c) To ensure that all publications preserve the scientific integrity of the study.

Guidelines for Good Publication Practice (GPP)

The guidelines to be adhered during the process of publication for an effective management of publications and its repository. The JSS Academy of Higher Education & Research appeals all the faculty members, research associates, research scholars and students to adopt good publication practices and to maintain the academic integrity.

1. Objectives

This guideline has been laid down with the purpose of:

Ensuring good authorship practice among all faculty members and students of JSS Academy of Higher Education & Research

Illuminating the authorship attribution criteria for all research outputs contributed by the faculty members and students of JSS Academy of Higher Education & Research

Clarifying the authorship credit for publications in which more than one department / institution have contributed.

2. Scope

This guideline is meant for all the faculty members, students, research scholars, research associates of JSS Academy of Higher Education & Research (JSSAHER), who are engaged in the conduct of research in association with the JSSAHER.

This guideline does not address ownership of intellectual property, authorship of copyright works, or inventions or patents.

It is not under the scope of this guideline to elaborate and guide the manuscript preparation as it is generally well defined by the individual journals.

3. Definitions

For the purpose of this guideline, the few terms are defined as follows:

Research: a process of systematically carrying out original investigation by collecting and analyzing information to gain knowledge, to increase our understanding and insight about the phenomenon under the study".

Publication: a formal dissemination of research findings in a public domain in any format viz. hardcopy, electronic, web-based or other tangible forms. It includes but not limited to refereed and non-refereed books, journals, web-pages, creative works, technical papers, popular articles, etc. It does not include a dissertation or thesis of a student or research scholar.

Note: *The research work presented in a conference and published as a „Conference Proceedings“ is not defined as a research publication. It will be considered **only** as a scientific presentation.*

Written consent: original hand-written document in the prescribed format with signatures communicated through e-mails, fax, scanned documents or electronic identifications as appropriate.

Corresponding author: one of the co-author nominated by agreement among all the authors and who is responsible for communication between the publishers and co-authors. The corresponding author also holds the responsibility of maintaining records of authorship agreement.

Authorship agreement: a document to be signed by all the authors of a publication before communicating the manuscript to the publisher and modified accordingly if any modification in the authorship on a later stage and to be maintained by the corresponding author for all auditing purposes. (Annexure-1)

4. Guidelines on Authorship

Criteria for Authorship:

To define the qualifications for authors, this guideline has adopted the „Recommendations for the Conduct, Reporting, Editing, and Publication of Scholarly Work in Medical Journals“ updated in December, 2013 by International Committee of Medical Journal Editors (ICMJE). Accordingly, one can get the authorship based on the following 4 criteria:

- (i) Substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data for the work; AND
- (ii) Drafting the work or revising it critically for important intellectual content; AND
- (iii) Final approval of the version to be published; AND

(iv) Agreement to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved.

In addition to being accountable for the parts of the work he or she has done, an author should be able to identify which co-authors are responsible for specific parts of the work. Authors should also have confidence in the integrity of the contributions of co-authors.

Those designated as authors should meet all four criteria for authorship, and all who meet the four criteria should be identified as authors. Authors should give written consent.

Any change in the author list should be approved by all authors including one being removed from the list. The corresponding author should act as a point of contact between the editor and the other authors and should inform and involve co-authors in major decisions about the publication (e.g. responding to reviewers' comments).

Criteria for Acknowledgement:

Those who do not meet all four criteria or those who meet fewer than these four criteria should be acknowledged.

The contributions those may be acknowledged include but not limited to staff, editorial assistants, medical writers, or other individuals given inputs for statistics, data collection, data entry, administrative support and scholarly advice.

As acknowledgment may imply endorsement by acknowledged individuals of a study's data and conclusions, the corresponding author is advised to obtain a written permission from all acknowledged individuals for being acknowledged.

4.2.4 Due acknowledgment should be made to supporting staff/department, funding agency or help from other sources.

Criteria for unacceptable authorship:

Guest authors are those who do not meet accepted authorship criteria but are listed because of their seniority, reputation or supposed influence.

Gift authors are those who do not meet accepted authorship criteria but are listed as a personal favor or in return for payment.

Ghost authors are those who meet authorship criteria but are not listed.

Authorship Order:

The members who earned authorship should jointly decide their order and should submit the signed 'Authorship Consent Form' in the prescribed format.

In consultation with the co-authors, the lead author or corresponding author should decide the order of authorship preferably at the onset of the project and he/she can revise the decision as needed at the time of submission of manuscript for publication.

A student is usually listed as principal author on any multiple-authored article that is based primarily on the student's master's dissertation or doctoral thesis. In such cases, the guide/supervisor of the student can be the corresponding author.

In case of masters degrees by course work and undergraduate projects, the student may or may not be listed as a principal author, depending on his/her relative intellectual contribution to the research and final output.

In case of disputes if any about the order of authorship, 'The Head' of the department where the major work done should mediate an effort to resolve the dispute. If this is not successful, such mediation may be addressed by the Principal of the college. In cases that cannot be resolved, the lead author or the corresponding author in consultation with the Head of the Department / Principal will have the final authority to determine the order of authorship.

Authorship Credit:

The credit for the publications done in the journals with impact factor (Thomson Reuters) should be given to all the authors. Any one of the following approaches may be adopted and the same should be accepted by all the authors. The method used must be revealed while officially claiming for the credit of impact factors by an individual.

(1) *The "sequence-determines-credit" approach (SDC)*: The sequence of authors should reflect the declining importance of their contribution. It was suggested in the literature that the first author should get credit for the whole impact (impact factor), the second author half, the third a third, and so forth, up to rank ten. When papers have more than ten authors, the contribution of each author from the tenth position onwards is then valued at just 5%.

(2) *The "equal contribution" norm (EC)*: Authors use alphabetical sequence to acknowledge similar contributions or to avoid disharmony in collaborating groups. The literature suggests that the contribution of each author is valued as an equal proportion (impact divided by the number of all authors, but a minimum of 5%).

(3) *The "first-last-author-emphasis" norm (FLAE)*: In many labs, the importance of last authorship is well established. The literature suggests that the first author should get credit of the whole impact, the last author half, and the credit of the other authors is the impact divided by the number of all authors [as in (2)].

(4) *The "percent-contribution-indicated" approach (PCI)*: There is a trend to detail each author's contribution which is defined by several journals. This can also be used to quantify the credit of each author in terms of impact factor.

5. General Guidelines:

The publication could be original research articles, systematic reviews, short/brief communications/ Case reports/letters to editor/editorial or any other specific format of a journal.

Publishing in journals with impact factors and indexed in popular data bases:

All are encouraged to publish in any journal not listed in Dr. Bealls list of predatory journals available at <http://scholarlyoa.com/2016/01/05/bealls-list-of-predatory-publishers-2016/>. This list has been periodically updated and has been

considered by editors as a genuine list to identify fake/predatory journals and publishers.

5.1.2 All the researchers of this JSS Academy of Higher Education & Research are encouraged to publish their research findings in the journals with impact factor published by "Thomson and Reuters" only, the information of which is available at www.journalmetrics.com

In a similar line, the researchers are expected to publish their research findings in the journals indexed in any one of the following data bases. viz., Medline, PubMed Central, Science Citation Index, Embase/Excerpta Medica, Scopus, Cochrane, Web of Science and IndMed.

Additional requirements as deemed by the regulatory authorities like MCI/DCI/PCI/UGC/NAAC, etc. prevailing at that time will be applicable over and above the above stipulated guidelines

Official credits and weightage on publications for career advancement:

Except for the individual credits, (E.g.: seeking promotion for higher position, individual profile, etc.) the co-authors are not entitled to submit the publication details to the department/college for the overall database.

Only the first author or corresponding author is entitled to submit the publication details to the department/college for updating the data base and for any quality audit purposes viz. inspections, etc. (This is to avoid multiple entry of the same publication in the data base when more than one author from the same department or from more than one department).

If the student remains the first author, then the credit of the publication by default will be given to the department to which the guide/supervisor belongs to irrespective of whether he/she is a corresponding author or not.

Communicating the status of publication(s) with documentary evidence:

The researchers need to officially intimate about their publication(s) to their department(s)/college(s) during the statuses of both „articles accepted for publication“ and „articles published“ (online / print).

Rights reserved for publication during faculty-student collaboration in research:

The output of the research work carried out by the students/research scholars/research associates should not be submitted for publication without the consultation and consent from their respective research supervisor/guide.

If the student fails to publish/refuse for authorship within a period of six months from the completion of his/her course, and it is believed that the student will not publish the work in near future and or where the work would no longer be novel and publishable due to delay in the publication process, the outcome of the research can be communicated for publication by the respective research supervisor/guide as a principal author with all reasonable attempts to inform the student for the intention to do so.

Due affiliation to be given to JSS Academy of Higher Education & Research, Mysore.

All the authors who publish their research findings should mention, "JSS University, Mysore – 570015, India" in the affiliation section apart from their college/department as the case maybe.

Publication repository of JSS Academy of higher education & research:

Wherever the copyright agreement between the authors and the publishers allows, the articles published with the affiliation of JSS Academy of Higher Education & Research (JSS AHER), Mysore should be submitted as an electronic copy / print copy as the case may be to the „Publication repository of JSS AHER“ as soon as possible after the publication.

Other research outputs like book chapters and books can also be deposited in this repository.

If the agreement mentions about a restriction period for the open access of a publication item, then it can be deposited after the expiry of the expiry period.

Number of publishers allows the authors to deposit their own „author final version“ of their work in institutional repositories. It is bound responsibility of the corresponding author to ensure that the publisher agreement permits deposit in online repositories.

Under no circumstances the authors are required to deposit their publications in the repository in contravention to the copy right agreements made by them.

By meeting the criteria of this guideline, if an authors wants to deposit their publications in the repository, he or she can e-mail the same (preferably in PDF format) to the IQAC coordinator of the respective colleges/departments.

6. Approval by the Ethical Committee:

All original research articles involving human or animal subjects shall obtained an ethics committee approval prior to publication.

All case reports should have patient consent form and if patients image is being used then patients consent for use of his/her image is mandatory.

7. Plagiarism check

All publications shall undergo a plagiarism check through cloud based web tool “turnitin” installed by JSS Academy of Higher Education & Research and the details shall be sought from the Anti- Plagiarism Committee of the constituent colleges and departments.

In the event of any adverse event like plagiarism arises following a publication the author shall solely be responsible for such actions taken by the editor of the journal.

8. Violation of Guidelines:

Any violation from the content of this guideline by knowingly, intentionally and recklessly will be considered as research misconduct.

Such act will be duly informed to the higher authorities of the college and university for necessary actions.

Violations of the content of this guideline that do not rise to the level of research misconduct will demand a corrective action or other sanctions by the individual as deemed by the higher officials of the Institution/university.

9. Following the Regulations:

The nomenclature of the departments should be strictly followed as per the MCI, DCI and PCI Regulations/ JSS Academy of Higher Education & Research (JSSAHER) Regulations.

Additional requirements as deemed by the National and International regulatory authorities like UGC/AICTE/ MCI/DCI/PCI etc. and JSS AHER Regulations prevailing at that time will be applicable over and above the above stipulated guidelines.

10. Bibliography

Vancouver Citation Style

The Vancouver Style is the citation style used by most biomedical journals and many scientific journals. It came out of a meeting of medical journal editors in 1978, held in Vancouver, BC, and is maintained by the International Committee of Medical Journal Editors (ICMJE). It is also known as the *Uniform Requirements for Manuscripts Submitted to Biomedical Journals*.

Vancouver Citation Style

The Vancouver Style is the citation style used by most biomedical journals and many scientific journals. It came out of a meeting of medical journal editors in 1978, held in Vancouver, BC, and is maintained by the International Committee of Medical Journal Editors (ICMJE). It is also known as the *Uniform Requirements for Manuscripts Submitted to Biomedical Journals*.

a) Additional Resources on the Vancouver Style

For the complete guide to the Vancouver Style, please consult this online book:

Citing Medicine, 2nd ed.

<http://www.ncbi.nlm.nih.gov/books/bv.fcgi?rid=citmed.TOC&depth=2>

This book provides very detailed examples for almost any type and variation of resource: conference papers, wikis, journal articles with a supplement, etc.

b) Using Vancouver Style

Vancouver Style uses in-text citations and a Reference List at the end of your document. Citations within the text of your paper are identified with a number in round brackets.

Example: Jones (8) has argued that...

References are numbered consecutively in the order they are first used in the text. The full citations will be included in the Reference List at the end of your document, with matching numbers identifying each reference. When multiple references are cited together, use a hyphen to indicate a series of inclusive numbers. Use commas to indicate a series of non-inclusive numbers. A citation with these references (4,5,6,7,14,19) is abbreviated to (4-7,14,19).

Example: Multiple clinical trials (4-6,9) show...

The original number used for a reference is reused each time the reference is cited.

Example: "...the theory was first put forward by Lee (7) in 1999, but there was disagreement (3,5,8) over its importance."

Include the page number for any direct quotes or specific ideas.

Example: "...has been proven demonstrably false." (4, p23)

The citation in brackets is placed after any commas and periods, and before any colons

and semi-colons.

Example: ...a new definition. (13, p111-2) ...this option is preferred (11);

c) Indirect Citations

An indirect source is when one author is quoted in the text of another author. These types of citations are generally not accepted in Vancouver Style, so seek permission from your instructor. Include the author and date of the original source in the text. Use "as cited in" or "as discussed in" to say where you found the quotation and provide the citation to that reference.

Example: James Wallace (2001) argued (cited by 5, p26), that...

d) Reference List

Provide full citations in your Reference List, included starting as a **new page** at the end of your document. Follow the examples included in this guide for different types of resources:

- Books
- Articles in Journals
- Websites

Annexure -10

- Other Resources
- Personal Communication

e) Books

Standard Format for Books:

Author Surname Initials. Title: subtitle. Edition (if not the first). Place of publication: Publisher; Year.

i. Book with One Author or Editor

1. Mason J. Concepts in dental public health. Philadelphia: Lippincott Williams & Wilkins; 2005.
2. Ireland R, editor. Clinical textbook of dental hygiene and therapy. Oxford: Blackwell Munksgaard; 2006.

ii. Two-Six Authors/Editors

- 1.. Miles DA, Van Dis ML, Williamson GF, Jensen CW. Radiographic imaging for the dental team. 4th ed. St. Louis: Saunders Elsevier; 2009.
2. Dionne RA, Phero JC, Becker DE, editors. Management of pain and anxiety in the dental office. Philadelphia: WB Saunders; 2002.

iii. More than Six Authors/Editors

1. Fauci AS, Braunwald E, Kasper DL, Hauser SL, Longo DL, Jameson JL, et al., editors. Harrison's principles of internal medicine. 17th ed. New York: McGraw Hill; 2008.

iv. Organization as Author

1. Canadian Dental Hygienists Association. Dental hygiene: definition and scope. Ottawa: Canadian Dental Hygienists Association; 1995.

v. No Author/Editor

1. Scott's Canadian dental directory 2008. 9th ed. Toronto: Scott's Directories; 2007.

vi. Government Document

1. Canada. Environmental Health Directorate. Radiation protection in dentistry: recommended safety procedures for the use of dental x-ray equipment. Safety Code 30. Ottawa: Ministry of Health; 2000.

vii. Chapter in a book

1. Alexander RG. Considerations in creating a beautiful smile. In: Romano R, editor. The art of the smile. London: Quintessence Publishing; 2005. p. 187-210.

viii. E-book

1. Irfan A. Protocols for predictable aesthetic dental restorations [Internet]. Oxford: Blackwell Munksgaard; 2006 [cited 2009 May 21]. Available from Netlibrary: <http://ccslw2.vcc.ca:2048/login?url=http://www.netLibrary.com/urlapi.asp?action=summary&>

v=1&bookid=181691

ix. Multiple Authors

Cite authors in the same way for all types of resources: articles, websites, videos, etc. List up to the first **6** authors/editors, and use "et al." for any additional authors.

x. Articles in Journals

Journal articles can be accessed in three different ways: (1) from the print (paper) copy; (2) from the journal's website; or (3) from an online article database like Medline. You will cite the article differently depending on how you accessed it.

xi. Standard Format for Journal Articles:

Author Surname Initials. Title of article. Title of journal, abbreviated. Date of Publication: Volume Number(Issue Number): Page Numbers.

xii. Journal Article in Print

1. Haas AN, de Castro GD, Moreno T, Susin C, Albandar JM, Oppermann RV, et al. Azithromycin as a adjunctive treatment of aggressive periodontitis: 12-months randomized clinical trial. *J Clin Periodontol*. 2008 Aug; 35(8):696-704.

xiii Journal Article from a Website

1. Tasdemir T, Yesilyurt C, Ceyhanli KT, Celik D, Er K. Evaluation of apical filling after root canal filling by 2 different techniques. *J Can Dent Assoc [Internet]*. 2009 Apr [cited 2009 Jun 14];75(3):[about 5pp.]. Available from: <http://www.cda-adc.ca/jcda/vol-75/issue-3/201.html>

xiv. Journal Article from an Online Database

1. Erasmus S, Luiters S, Brijlal P. Oral hygiene and dental student's knowledge, attitude and behaviour in managing HIV/AIDS patients. *Int J Dent Hyg [Internet]*. 2005 Nov [cited 2009 Jun 16];3(4):213-7. Available from Medline:

<http://cclsw2.vcc.ca:2048/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=cmedm&AN=16451310&site=ehost-live>

1. Monajem S. Integration of oral health into primary health care: the role of dental hygienists and the WHO stewardship. *Int J Dent Hyg [Internet]*. 2006 Feb [cited 2009 Jun 21];4(1): 47-52.

Available from CINAHL with Full Text: <http://tinyurl.com/kudbxw>

f. Websites

Standard Format for Websites:

Author Surname Initials (if available). Title of Website [Internet]. Place of publication: Publisher; Date of First Publication [Date of last update; cited date]. Available from: URL

Website with Author

1. Fehrenbach MJ. Dental hygiene education [Internet]. [Place unknown]: Fehrenbach and Associates; 2000 [updated 2009 May 2; cited 2009 Jun 15]. Available from: <http://www.dhed.net/Main.html>

Website without Author

1. American Dental Hygienists' Association [Internet]. Chicago: American Dental Hygienists' Association; 2009 [cited 2009 May 30]. Available from: <http://www.adha.org/>

Part / Article within a Website

1. Medline Plus [Internet]. Bethesda (MD): U.S. National Library of Medicine; c2009. Dental health; 2009 May 06 [cited 2009 Jun 16]; [about 7 screens]. Available from: <http://www.nlm.nih.gov/medlineplus/dentalhealth.html>

Blog

1. Skariah H. The tooth booth dental blog [Internet]. Mississauga (ON): Hans Skariah; 2004 - [cited 2009 Jun 20]. Available from: <http://dentaldude.blogspot.com/>

An Entry / Article within a Blog

1. Skariah H. The tooth booth dental blog [Internet]. Mississauga (ON): Hans Skariah; 2004 - .

Dental did you know: breastfeeding duration and non-nutritive sucking habits; 2009 May 18 [cited 2009 Jun 20]; [about 1 screen]. Available from:

<http://dentaldude.blogspot.com/2009/05/dental-did-you-know-breastfeeding.html>

Image on the Internet

1. McCourtie SD, World Bank. SDM-LK-179 [image on the Internet]. 2009 Apr 29 [cited 2009

Jun 14]. Available from: <http://www.flickr.com/photos/worldbank/3486672699/>

g. Other Resources

NewspaperArticles

1. Fayerman P. Women must now wait to 40 for publicly paid amnio test. Vancouver Sun. 2009 Jun 9; Sect. A:5.

2. Health Canada issues warning over fake toothbrushes. The Globe and Mail [Internet]. 2009

April 10 [cited 2009 Jun 23]. Available from:

<http://www.theglobeandmail.com/news/national/health-canada-issues-warning-overfaketoothbrushes/article973190/>

3. Waldman D. Mouth is 'window on the rest of the body': oral health, dental hygiene is linked to more than teeth, gums. The National Post [Internet]. 2009 Apr 14 [cited 2009 Jun 22]. Available from Canadian

Newsstand:<http://cclsw2.vcc.ca:2048/login?url=http://proquest.umi.com/pqdweb?did=1680306071&sid=1&Fmt=3&clientId=6965&RQT=309&VName=PQD>

Video recordings

1. Dental dam: still the best dry-field technique [DVD]. Provo (UT): Practical Clinical Courses; 2007.

2. Cuaron A, director; Abraham M, producer. Children of men [DVD]. Universal City(CA): Universal;2006.

Dictionary, Encyclopedia or Similar Reference Book

Unsigned

26. Mosby's dental dictionary. 2nd ed. St. Louis: Mosby Elsevier; 2008. Frenotomy; p.273.

Signed (and Online)

27. Murchison DF. Dental emergencies. In: Merck Manual of Diagnosis and Therapy [Internet]. 18th ed. Whitehouse Station (NJ): Merck; 2009 [last modified 2009 Mar; cited 2009 Jun 23]. Available from:

<http://www.merck.com/mmpe/sec08/ch096/ch096a.html?qt=dental&alt=sh>

h. Personal Communications

Personal Letters andConversations

Personal communication (with the exception of email) should not be included in the Reference

List, as they are unpublished and cannot be easily traced by the reader. Instead, acknowledge

personal conversations and letters within the text in parentheses.

Conversation

"...in conversation with a fellow student from the Dental Hygiene program (Affleck, Ben. Conversation with: MattDamon. 2008 Sep 07.)."

Personal Letter

"...this information was later confirmed in a letter (Hepburn, Katherine. Letter to: Spencer Tracy. 2005 Mar 03. 4 pages.)."

Email

Email correspondence is included in the Reference List as emails are easily traceable and dated.

Bloom, Orlando. Searching Medline for dental hygiene articles [Internet]. Message to: Johnny Depp. 2008 Nov 11 [cited 2009 Jun 22]. [3 paragraphs].

Permission

When citing any personal communication, you must have written permission from the cited person(s) to use that communication.

Acknowledge the permission in a footnote or in a "Notes" section at the end of the text.

(REFERENCE: Vancouver Community College Library)

JSS ACADEMY OF HIGHER EDUCATION & RESEARCH, MYSURU

Annexure-1

Authorship Consent Form

1. Title of publication communicated

2. Name of the journal/publisher

3. Type of publication (E.g.: research article, review article, book, book chapter, etc.)

4. Order of authors

Author No.	Name of the author(s) as appears in communication	Name of the department and college
1.		
2.		
3.		
4.		
5.		
6.		
7.		

5. Details of substantial intellectual contribution made by individual author for the research work and manuscript preparation

Author(s)	Contribution
Author 1	
Author 2	
Author 3	
Author 4	
Author 5	
Author 6	
Author 7	

6. Authorship credit system* agreed upon (make a tick mark in any one checkbox)

- ☐ Sequence-Determines-Credit(SDC)
- ☐ Equal Contribution(EC)
- ☐ First-Last-Author-Emphasis(FLAE)
- ☐ Percent-Contribution-Indicated(PCI)

* Refer guideline 4.5. of the „Good Publication Practice“ document for details.

7. Corresponding author details

Name as communicated	Affiliation	Contact details (Tel /Mobile No., e-mail i.d.)

8. The overall credit of this publication to be given to the following department/institution for any audit purpose (E.g.: inspection ,etc.)

--

9. Declaration

I agree that the individuals listed in item no.3 deserve the authorship for the publication mentioned in item no.1 communicated to the journal mentioned in item no.2

I confirm that I have made substantial contribution to this research/publication as mentioned in item no.5.

I also declare that the information given here are verified by me and agree the content.

Author No.	Name of the author(s) as appears in communication	Signature	Date

Note: The corresponding author should submit a copy of this form to IQAC along with the hard copy of the publication while retaining the original with him/her.



JSS ACADEMY OF HIGHER EDUCATION & RESEARCH

**Regulations pertaining to Malpractice in the JSS
Academy of Higher Education & Research
Examinations - 2009**

(Amended)

Approved by the Board of Management in its 4th Meeting held on 19-12-2009

(Notification No. REG/APPT/REG/002/2009-10/2581 dated 20-03-2010)

Amendments approved by the Board of Management in its
16th Meeting held on 24-08-2012 and incorporated.

PhoneNo.: 0821-2548399

FaxNo.:0821-2548001

website: www.jssuni.edu.in

JSS ACADEMY OF HIGHER EDUCATION & RESEARCH

Regulations Pertaining to Malpractices in the JSS Academy of higher education & research Examinations.

In exercise of the powers conferred by Rule (a)(xiv), 15(c)(ix) and 26(h), (n) and (p) of JSS Academy of Higher Education & Research(JSSAHER) Rules and Bye Laws, JSS AHER has framed Regulations pertaining to Malpractices in Examinations.

1. Short Title and Commencement

- a) These regulations shall be called the “JSS Academy of Higher Education & Research (JSS AHER) Regulations pertaining to Malpractice in the JSS AHER Examinations, 2009.”
- b) They shall come into force with immediate effect.

2. Definitions

- a) ‘Chief Superintendent’ shall mean any person appointed by the JSS Academy of Higher Education & Research (JSSAHER), to be overall in charge of the examination Centre.
- b) ‘JSS Academy of Higher Education & Research’ shall mean JSS AHER.
- c) ‘Disciplinary Authority’ shall mean the authority competent under these regulations to impose penalties on the student indulging in malpractice.
- d) ‘JSS Academy of Higher Education & Research Students’ or ‘Students’ shall mean and include all students studying in the Constituent Colleges/Departments/Faculties of the JSSAHER, as well as candidates who register themselves for any super specialty courses, M.Phil, PhD or other programs.
- e) ‘Examination Centre’ shall mean any premises consisting of examination halls used for conduct of examinations.
- f) ‘Examination Hall’ shall mean any Room, Hall, Laboratory, Workshop or such other premises that may be used for holding of examinations.
- g) ‘Misconduct’ is a generic term and shall mean conduct that is amiss, wrong or improper behavior or conduct and includes misdemeanor, delinquency, indiscipline and other acts amounting to offences involving moral turpitude or acts which adversely affect the prestige of the institution.
- h) ‘Malpractice’ shall mean misconduct in relation to the conduct of any examination conducted by the JSSAHER and includes any acts of omission or commission mentioned in these regulations.

- i) 'Malpractice and Lapses Enquiry Committee' hereinafter referred to as MPLEC shall mean the Committee or standing committee appointed by the BOM or the Vice Chancellor for enquiring into any malpractice, misconduct or lapses committed by a University student.
- j) 'Preliminary Enquiry' shall mean a fact finding enquiry in the nature of an investigation into any complaint or report, before initiating a regular enquiry under these Regulations and none of the provisions of these Regulations shall be applicable to such preliminary enquiry.
- k) Any other expressions, words or phrases that may have been used in these regulations but not defined, shall have the meaning assigned to them in the regulations.

3. General

- a) Every JSS Academy of Higher Education & Research (JSSAHER) student shall at all times take reasonable steps to ensure and protect the interest and prestige of the JSSAHER, pursue his/her studies diligently in accordance with the rules, regulations, ordinances, bye laws and statutes of the JSSAHER, maintain discipline and do nothing which is unbecoming of a JSSAHER student, contravention of which shall be deemed to be tantamount to misconduct.
- b) During the examination, candidates shall be under the disciplinary control of the Chief Superintendent of the Centre.
- c) Every day, before commencement of the examination, instructions shall be given to all the candidates to search their persons, desks etc and to hand over all papers, books, notes, photo copies, reference material of any kind, mobile phones, pen scanners, blue tooth equipment or any other material that may be used to copy. Late comers may be repeated the same instructions. Being in possession of any of these items shall be construed as intent to use unfair means and shall be dealt with as malpractice and action taken as per theregulations.

4. Some Acts of Commission and Omission amounting to malpractice areas under:-

- a) Bringing in or being in possession of any document, paper, book photocopy, or any other material including electronic devices such as cell phones, digital diary, programmable calculator, pen scanner, Bluetooth equipment etc. other than those permitted by the JSS Academy of higher education & research, in the examination hall, at any time during theexamination.

- b) Taking or giving or attempting to take or give, any help from, or to any person or from any material, written, recorded, typed, printed or electronic or in any other form whatsoever.

- c) Removing original sheets of an answer book and/or inserting new ones, or taking outside the examination hall any answer book issued at the examination or writing answers in any form on the question paper or admission ticket.
- d) Copying answers of another candidate, or assisting any other candidate in copying answers either from his own answer book or from common or different sources.
- e) Being a party to mass copying, that is to say, where, barring minor or insignificant deviations, the question chosen for answering, or the answers of himself and two or more students appearing simultaneously for the examination in the same centre are almost identical in content, sequence, or pattern, or are having such other telltale features in common.
- f) Using impersonation technique in any form to write answers in answer books.
- g) The presence of unusual marks, folding, creases, wrinkles or soiled appearances in one or more answer scripts or any other attempt to disclose identity; or writing on the question paper or any other paper some answers to the questions set in the question paper.
- h) Altering, defacing, tampering with the answer book , identity card, or admission ticket or any other relevant document or handing over or parting with his identity card or admission ticket to a third party during the examination period.
- i) In case of apprehension or attempt at apprehension by authorized persons or authority, for any suspected act of malpractice, offering resistance to such apprehension or escaping or attempting to escape or disobeying instructions, or declining to give written explanation when asked to do so, or destroying or substantially altering any material evidence seized, or about to be seized.
- j) Re-entering or attempting to re-enter examination hall, during the hours of examination, after he had left the same earlier, without permission or without proper escort.

- k) Being in possession of answer book outside the examination hall.
- l) Using abusive or obscene language, or behaving in a disorderly or unruly manner or using physical violence, in or around the examination hall.
- m) Using any means to communicate or attempting to communicate with the examiners, or officers of the examination, directly or indirectly with requests, threat, inducement, appeal or undue influence upon them for favor in the examination.
- n) Using or attempting to use any other unfair means to deceive, mislead or induce the authorities.
- o) Communicating with any candidate or any other person in or outside the examination hall with a view to take unfair assistance or aid to answer in the examination, by use of any means of communication.

5. Disciplinary Authorities

- a) The powers regarding discipline, disciplinary action and imposing punishments in regard to JSS Academy of Higher Education & Research students shall vest with the Vice- Chancellor.
- b) The Vice Chancellor is empowered to impose any of the punishments given at appendix-A to these regulations.
- c) The Vice Chancellor may refer any case for the decision of the Board of Management.

6. Procedure for Reporting of Malpractice

- a) When a case of malpractice is detected at an examination Centre by any person appointed to supervise the examination other than the Chief Superintendent (eg: Invigilator, Room superintendent, squad member, Dy Chief Superintendent, etc) he shall immediately send intimation to the Chief Superintendent and seize all documents and materials concerned which are suspected to be evidence of the malpractice and detain the Candidate. On arrival of the Chief Superintendent, he shall hand over the candidate and the evidence along with a brief report.
- b) If the candidate refuses to hand over the incriminating material, or

destroys or runs away with the material, the facts shall be recorded and duly witnessed by two members of the supervisory staff and the matter reported to the Chief Superintendent. If the candidate runs away, the assistance of police may be sought to apprehend and securing the presence of the candidate.

- c) The Chief Superintendent when he himself detects the malpractice or on getting the report, shall conduct a preliminary enquiry. Should the enquiry indicate the commitment of malpractice, he shall obtain written statement from the candidate along with the report of the Room Superintendent/invigilator.
- d) If the candidate refuses to give a written statement, the candidate shall be asked to record in writing his refusal to give a written statement. If he refuses to do even that, the facts shall be recorded and signed by the Chief Superintendent, duly witnessed by two members of the Supervisory staff.
- e) The Chief Superintendent shall forward a report, along with the answer script and all other incriminating documents, materials or substances, report of the Room Superintendent, statement of the candidate and any other relevant material, in a sealed envelope, to the Registrar (Evaluation) by name, who shall place the same before the MPLEC.
- f) The answer book of the candidate detected to be indulging in malpractice shall be seized by the Chief Superintendent and shall be sent to the Registrar (Evaluation) in a separate sealed cover, superscribed "Malpractice Case," along with his report.
- g) The Chief Superintendent shall expel the candidate detected to be indulging in malpractice.
- h) If any case of malpractice is detected in the valuation Centre by the Custodian, Coordinator or other staff, the Custodian shall report the matter in writing along with all incriminating material and report of the staff who detected malpractice to the Registrar Evaluation, by name.
- i) In case the malpractice is detected by an examiner while evaluating an answer script, he shall return the script and other incriminating material, without further valuation, with reasons in writing, to the Registrar Evaluation, through the custodian. If already valued, wholly or partially, the marks shall not be entered in the valuation sheet in which marks awarded to other candidates are furnished, but entered in a

separate list which is sealed in a separate cover and sent along with other documents.

- j) When a case of copying on a mass scale (more than 1/3 of the total candidates) at a particular examination centre/ hall is detected or reported, the Chief Superintendent shall ascertain the facts by a preliminary enquiry, report to the Registrar (Evaluation) and cancel the examination of all the concerned candidates.

7. Constitution of MPLEC

- a) The Vice Chancellor shall constitute a Committee known as Malpractices Lapses Enquiry Committee(MPLEC).
- b) The Committee shall consist of six members as under:
 - i. Dean of Faculty/ Principal of a constituent college.
 - ii. Chairperson of a University Board.
 - iii. Lawyer.
 - iv. Lady member.
 - v. A member nominated by the Vice Chancellor (person of eminence among members of the public, senior or retired officer of the Central or State Govt.)
 - vi. Registrar(Evaluation).
- c) One of the members so nominated shall be appointed as Chairperson and another as member secretary, by the Vice Chancellor.
- d) The term of the Committee shall be three years, unless otherwise specified in the order constituting the committee.
- e) The Registrar (Evaluation) shall not be a member, if any of the examination staff is involved in the malpractice. Similarly, the Dean/ Principal who has reported the malpractice or who is a witness for the same, shall not be a member.
- f) The committee shall enquire into cases of alleged malpractices in University examinations, in accordance with procedures outlined in these regulations, and based on its findings, to recommend the imposition of appropriate penalties by the Disciplinary Authority, on the concerned student.

8. Procedure for Imposing Penalties

- a) No penalties may be imposed on a candidate except after an enquiry is held by the MPLEC.
- b) The Registrar Evaluation, on getting a report of a case of malpractice, shall issue a notice in writing to the accused student concerned, setting forth the relevant facts in brief, frame definite charges and ask him to show cause as to why action under the Regulations should not be taken against him. The student shall also be instructed to appear before the MPLEC on a fixed date, time and place.
- c) The candidate shall be required to submit a written statement in his defense within the stipulated time specified. If the accused student fails to reply in writing, a second show cause notice may be issued.
- d) If the accused student fails to reply in writing and to turn up on the date fixed, the MPLEC may proceed exparte and base its findings on the reports and other proceedings in the case and make appropriate recommendations to the Vice-Chancellor.
- e) Where the accused student admits the charge of malpractices, as set out in the show cause notice, in his written reply to the charges, the MPLEC may in its discretion, accept the same and make suitable recommendations to the Vice-chancellor including the proposed penalty.
- f) Where the student appears on the fixed date, but denies the charge of malpractices, the MPLEC shall proceed to carry out a detailed enquiry.
- g) The Vice Chancellor may appoint any person, to be known hereafter as “Presenting Officer”, to present on behalf of the JSS Academy of higher education & research case in support of the charges framed.
- h) The presenting officer and the accused student shall have the right to examine and to cross-examine the witnesses who may have been summoned.
- i) The MPLEC may in its discretion, summon and examine any person not cited or any document not produced before it already.

- j) The statements of each witness shall be recorded separately. The MPLEC shall proceed to record its findings on each charge after taking into consideration the representations contained in the student's written reply in his defense, citing reasons for arriving at the findings. For purposes of proper identification, each witness examined and document exhibited shall bear an identifiable connotation and number (such as PW or DW or Exhibit No).
- k) During the course of the inquiry, or on the completion of the inquiry, if the MPLEC finds that any other person or persons, ought to have been named as accused of malpractice, the MPLEC may in its discretion submit its report against the persons already presented before it, or postpone the further hearing till notice to such other person to show cause, is issued. The evidence already on record shall subject to all just exceptions be read as evidence against the person subsequently summoned.
- l) The accused person shall not have the right or liberty to be assisted or represented by any legal practitioner or other person in the inquiry. But he shall have access to the papers or other materials produced during the inquiry. However, he shall not be entitled to get copies of any such documents or proceedings.
- m) The MPLEC in its discretion, may also deny inspection of any document, or material, on grounds such as preserving the confidentiality and secrecy associated with valuation or on other similar grounds.
- n) Where the MPLEC finds that the accused student is trying to delay the proceedings by arising any tactic, or by unreasonably lengthy or irrelevant examination or cross examination of witnesses, the MPLEC shall have the discretion to terminate the proceedings and proceed to give its findings with appropriate recommendations.
- o) Where the proceedings relate to two or more students, the MPLEC may jointly inquire into such cases, and where one of the cases has been commenced or inquired into earlier, the evidence on record may be read as evidence in the other case, with liberty to the accused student or students to recall and examine any witness subject to their paying travelling allowance, if any of the concerned witness or parties;
- p) On completion of the enquiry, the MPLEC shall prepare a report recording its findings on each charge, together with reasons therefore and submit its report to the Vice Chancellor with its recommendation regarding the

proposed penalty. However, if the proceedings of the inquiry establish a charge different from those originally framed, it may record its findings on such charges, provided that the findings on such charges shall not be recorded, unless the accused JSS Academy of higher education & research student has admitted the facts constituting them or had the opportunity of defending himself against them.

- q) The MPLEC may also express its views on the role played by any staff members of institutions, in the malpractice alleged, for appropriate action by the JSS Academy of Higher Education & Research
- r) If on receipt of the report of MPLEC the Vice Chancellor disagrees with the findings of MPLEC on any of the charges, he shall record his reasons for such disagreement and record his findings on each charge, provided the evidence on record is insufficient for the purpose. If however, the Vice-Chancellor agrees with the findings of the MPLEC, he need not record his reasons for so agreeing.
- s) On the basis of such findings arrived at by the Vice Chancellor, he may proceed to pass one or more penalties specified in the annexure after due consideration of the recommendations made by MPLEC. In case, the Vice Chancellor feels that, it is necessary or advisable to leave the matter for the decision of the Board of Management, he may direct the case to be placed before the Board of Management for its decision and the Board of Management may consider and impose one or more of the said penalties.
- t) The proceedings and records of the MPLEC shall be preserved for a minimum period of 5 years from the date of submission of report of MPLEC to the JSS Academy of Higher Education & Research

9. Communication of Orders, Imposing Penalties

The Registrar (Evaluation) shall communicate the final decision of the Vice-Chancellor / BOM to the concerned JSS Academy of higher education & research student, to his parents as well as to the heads of the College/Institution to which he belongs.

10. Review of the Case

There shall be no provision for review.

APPENDIX-A

	Nature of Malpractice / Use of unfair means	Punishments
1	Persistent talking to another candidate or any person inside or outside the examination hall.	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and any one or more of the following punishment depending on the severity of the malpractice: • Cancel the particular paper or subject only of the candidate concerned. • Cancel the entire examination of the candidate for that session/term. • Cancel the entire examination of the candidate of that session/term and also debar for next one examination. • Cancel the entire examination of the candidate of that session/term and also debar for next two examinations. • Cancel the entire examination of the candidate of that session/term and also debar for next three examinations. • If the person concerned is a student of the institution concerned but not taking the examination, the candidate shall be debarred from taking
2	Willfully writing wrong Register number	
3	Deliberately disclosing one's identity, writing name or college name, using colour thread, marking in colour pencil or making any distinctive marks in the answer book for the purpose.	
4 (a)	Possession by a candidate or having access to books, notes (on any paper, question paper, hall ticket, ruler or on the person), paper, another student's answer book or any other material, whether written, inscribed, engraved or electronic or any other devices such as cell phones, digital diary, programmable calculator, pen scanner, Bluetooth equipment etc., which could be of help or assistance to him in answering any part of the question paper.	
4(b)	Found copying using any of the material mentioned in 4 (a) above.	
5	Attempting to or concealing, destroying, disfiguring, rendering illegible, swallowing, running away with answer script, notes, paper or other material or device, used or attempted to be used for assistance in answering a question.	

6	Passing on or attempting to pass on, a copy of a question paper or a part thereof or solution to a question paper or a part thereof, to any other candidate or to any person.	<p>next three examinations.</p> <ul style="list-style-type: none"> • If the person concerned is a staff of the Institution, disciplinary action shall be initiated against him by Head of the Institution and he/she may be debarred from examiner-ship specified period of time/ permanently.
7	Leaving the examination hall without handing over the answer book and / or continuation sheet, if any, to the Invigilator and taking away, tearing off or otherwise disposing off the same.	
8	Making an appeal for consideration with or without any promise of consideration to the Examiner through the answer book or by any other means.	
9	Insertion of pre-written answer papers.	

10	Approaching or influencing directly or indirectly a question paper-setter, examiner, evaluator, moderator, tabulator or any other person connected with the JSS AHER examination to leak out the question paper or any part thereof or to enhance marks or Favourably evaluate or to change the award in favour of the candidate.	<ul style="list-style-type: none"> • If the person concerned outside the Police may be informed for necessary action.
11	For offering or actually giving in cash or in kind any form of inducement to anyone connected with the conduct of JSS Academy of higher education & research examinations or the valuation of the answer books or other tests to secure unfair or unlawful advantage.	
12	Forging a document or using a forged document knowing it to be forged in any matter relating to	

	the examination.	
13	Communicating in any manner, electronic or otherwise, answers or information, either from inside the hall or from outside, thereby helping the candidate or getting help to copy.	
14	Smuggling into the examination hall an answer book or a continuation sheet or taking out or arranging to send an answer book or continuation sheet or replacing or attempting to get the answer book or continuation sheet replaced, during or after the examination with or without the help of any person or in connivance with any person connected with the examination or through any other agency.	
15	Presenting a thesis, dissertation, practical or class work note-book not prepared by the candidate himself.	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and • Cancel the entire examination of the candidate of that session and also his thesis, dissertation, practical or class work note-book, etc.
16	Tampering in the statement of marks, provisional and degree certificates issued by the JSS Academy of Higher Education & Research	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and • The tampered certificates be retained in the JSS Academy of higher education & research and duplicate be not given. • Matter be referred to police for further action, if warranted.

17	Impersonating any candidate at the examination, by present or past candidate or others or outsiders.	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and • Cancel the entire examination of that session of both the candidates and also debar them for next two exams. • In case of person other than student, matter to be referred to Police for further action.
18	A candidate or anyone on his behalf abuses, insults, intimidates, assaults any member of the supervisory or inspecting staff or threatens to do so or abuses, insults, intimidates, assaults any other candidate or threatens to do so.	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and • Cancel the entire examination of the candidate of that session and also debar for next three exams. • In case of other students, staff, outsiders, etc. the Head of the Institution shall report the matter to the Police.
19	For manhandling or injuring the Chief Superintendent, Invigilator and other examination officials or personnel (College or JSSAHER).	
20	<p>Malpractice by examiners, question paper setters or JSSAHER / college staff.</p> <p>a) Permitting or assisting in Mass copying</p> <p>b) Helping or assisting the candidate in using unfair means or to copy or by giving answers to questions or tutoring</p> <p>Accepting or demanding bribe and other considerations to boost or alter marks</p> <p>c) Tampering with the marks by the examiners or other staff</p> <p>d) Influencing and being influenced by Examiners to boost marks of candidates,</p>	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- and • Debarred from examiner-ship specified period of time or permanently. • Authority concerned to be informed. • Police complaint to be given, if necessary.

	<p>during Central Valuation</p> <p>e) Demanding money or gift to assist the candidate in Theory / Practical Examination</p> <p>f) Any other malpractice in examination work</p>	
21	Mass copying by candidates	<ul style="list-style-type: none"> • Fine not less than Rs. 5000/- and not exceeding Rs. 15000/- for each of those involved in copying, helping or assisting in Masscopying and • Cancel the entire examination of all the candidates concerned for that session.
22	All other malpractices not covered in the above categories.	Punishment as deemed fit.

JSS ACADEMY OF HIGHER EDUCATION & RESEARCH**MALPRACTICE CASE REPORT FORM**

(To be sent to the Registrar (Evaluation) by name in sealed cover)

PART – I

College	:	
Examination	:	
Subject	:	
Paper	:	
Date	:	
Name of the candidate	:	
Register No of candidate	:	
Name of the father	:	
Permanent address	:	

1. The case took place in the room as shown in the copy of the seating plan on (date).....(time).....
2. The distance between the offending candidate(s) and the Superintendent's table was approximately
3. The following are attached:
 - a) The Superintendent's / Invigilator's report
 - b) The Chief Superintendent's detailed report
 - c) Statement of the candidate / refusal to give statement
 - d) Report of the Observer/ Squad
 - e) The Superintendent's / Invigilator's diary
 - f) Seating plan
 - g) Materials seized from the candidate
 - h) Answer book
 - i) Question paper

Place:

Yours faithfully,

Date:

Chief Superintendent
(with seal)

PART – II

Report of the Superintendent / Invigilator

1. Certified that the statement given by me is based on my personal observation
2. Before commencement of the examination I warned the candidates stating “You should search your pockets, benches, desks, purses and handover any paper, book, notes or electronic equipment of any kind which you may find therein before starting to answer your paper of examination”. This warning was given individually to late comers also.
3. While performing my duty on (date) at about (time)..... I detected this case of Malpractice in Room No The candidate’s Register Number is
4. Detailed report of the case is as under:

Signature of the Room Superintendent /
Invigilator

PART – III

Statement of the Candidate

1. Statement of the candidate shall be obtained from the candidate by the Chief Superintendent in the presence of a responsible witness.
2. The statement shall be in the candidate’s own handwriting and shall be signed by the candidate and attested by the witness and the Chief Superintendent.
3. If the candidate refuses to give his / her statement, the candidate shall be asked to record in writing his refusal to give a statement.
4. If he / she refuses to do even that, the fact shall be noted duly witnessed by two members of the supervisory staff.

Signature of the Candidate

PART – IV
Report of the Chief Superintendent

Signature of the Chief Superintendent

PART – V
Report of the Squad / Observer

Signature of the Squad / Observer

SHOWCAUSE NOTICE

The Malpractice Lapses and Enquiry Committee of JSS Academy of Higher Education & Research constitute by the Chancellor, the disciplinary authority under section

..... of the Statute relating to malpractice in the examination, makes the following charges against you:

Name

Mr. /Ms.....

Charges:

1.
2.
3.

And finds you guilty of malpractices in the examination held on as per Statute relating to Malpractice. The following witnesses and the documents substantiate the charges made against you:

Witnesses:

1. Room Superintendent
2. Squad Member
3. Chief Superintendent

Documents:

1. Malpractice report
2. Invigilators Diary
3. Admission Ticket
4. Seating plan
5. Squad report

Your reply should be submitted to the Registrar (Evaluation) within seven days of the date of this notice. You are informed to appear before the MPLEC committee on at If you fail to appear before the committee, the committee would consider that you have nothing to say in this regard and case would be decided accordingly.

Controller of
Examinations

CODE OF CONDUCT POLICY

I. Preamble:

The Code of Conduct Policy of JSS Academy of Higher Education & Research, is a shared statement of the commitment of the staff and students to upholding the ethical, professional and legal standards for daily and long-term decisions and actions and the members of JSS Academy of Higher Education & Research are responsible for sustaining the highest ethical standards of the organization. JSS Academy of Higher Education & Research values integrity, honesty and fairness, and strives to integrate these values into its teaching, research and outreach activities. The Code is intended to reinforce the principle that each and every one belonging to the organization has a responsibility to help ensure that JSS Academy of Higher Education & Research performs and pursues its mission in a legal and highly ethical manner.

II. Purpose and Principles:

As members of the JSS Academy of Higher Education & Research, students and staff are responsible for sustaining the highest ethical standards of the organization. The Code of Conduct Policy applies to all staff and student of JSS Academy of Higher Education & Research within the scope, or when representing the organization in any capacity.

All teachers/ mentors/ supervisors should be familiar with the requirements of the Code, and should encourage students and employees to apply the Code to their daily activities and decisions, and to seek guidance from the appropriate individuals when additional information or explanation is needed.

Individuals acting on behalf of the organization have a general duty to:

- 1) Conduct themselves in a manner that shall maintain and strengthen the public's trust and confidence in the integrity of the Institution
- 2) Take no actions incompatible with their obligations to the Institution
- 3) Conduct themselves in accordance with the principles set forth herein

The Code stated below, does not provide exhaustively specific detail of what

one should and should not do, is intended to communicate the organization's overall expectations of proper professional conduct and ethical values.

III. Code of Conduct:

Each student and employee of the institution shall follow:

- 1) This Code of Conduct confirms the Institution's commitment to the stated core values.
- 2) All members of the institution are expected to perform their duties and conduct the academic and administrative activities of the Institution with efficiency, fairness, impartiality, integrity, honesty and compassion.
- 3) Both staff and students are expected to be prudent and avoid waste and extravagance in the use of institution resources.
- 4) Staff shall act to create an atmosphere where sincerity and commitment thrive and harassment and victimization in any form are considered unacceptable.
- 5) No member shall do or omit to do, whether by conduct or utterance, anything that would undermine the authority of the institution from attaining its objectives.
- 6) Membership of secret cults by staff and students is forbidden. Also forbidden is membership of or encouraging the formation of any society whose existence is inimical to the goals of the institution.
- 7) A staff shall not accept, obtain, or cause any person to accept or obtain from any persons, for himself or for any other person, any gift or consideration as an inducement or reward for doing or forbearing to do any act in relation to official affairs of the institution.
- 8) No member of staff shall disseminate any information that is incorrect which can prejudice the good name and governance of the institution.
- 9) JSS Academy of Higher Education & Research believes that truly distinguished, competent, and respectable staff is an essential requirement for good quality graduates.
- 10) Dress code for all staff is therefore formal and corporate.
- 11) An academic staff shall improve his knowledge in his area of expertise.
- 12) An academic staff shall ensure that the curricular for the different programmes are able to respond to the dynamics of the need for graduates to be self-reliant.
- 13) An academic staff shall teach at scheduled times, be punctual to his

classes and shall not violate approved academic calendar and teaching timetable. The Head of Department and students shall be notified 24hours if there is unavoidable reason for change.

- 14) A teacher and student shall be faithful to his tutorial hours and shall not plagiarize the work of others and shall follow the Academic Integrity Policy of JSS Academy of Higher Education & Research.
- 15) Staff shall not disclose the contents of official documents or correspondence without prior authorization.
- 16) Respect every religion, faith and customs and not hurt the sentiments of others.
- 17) JSS Academy of Higher Education & Research is committed to providing avenues for sound physical development stimulating the cultivation of a lifestyle conducive to healthy living. All students are therefore expected to participate not only in all academic activities but also in non-curricular activities on campus.
- 18) The mission of JSS Academy of Higher Education & Research includes creating leaders who are well groomed gentlemen and ladies.
- 19) Self-control is therefore a core value. Fighting, use of abusive language and disrespect towards other students are forbidden. A student shall not constitute a threat to the life of other students and staff.
- 20) No student or staff shall engage in anti-social activities such as drug abuse, smoking, drunkenness, gambling, stealing, attempted stealing, organized crime, corruption or bribery.
- 21) The staff and students shall abide by the acceptable code for use of cell phone or other electronic signaling devices during work time.
- 22) The Staff, Students and the stake holder of other stake holders of JSS Academy of Higher Education & Research shall strictly follow :

- Code of Conduct Policy
- Academic Integrity Policy
- Guidelines on the Acceptable use of Cell Phone
- All the other policies visible through:
<https://jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MID=11006&CID=0&PID=10001> (Regulations & Policies)

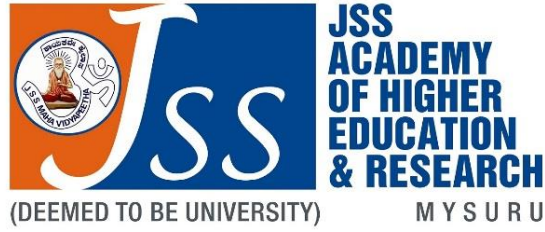
Copies of the Code may be obtained from the office of the Institution. The Code shall also be referenced in any student and staff handbooks and can be found on the Institution's website.

IV. Authority:

The Vice-Chancellor, Registrar & Director (Academics) of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of the “CODE OF CONDUCT POLICY”.

V. Date of Revision:

01.01.2020



JSS Academy of Higher Education & Research

(Established under Section 3 of the UGC Act 1956)

Sri Shivarathreeswara Nagara, Mysore – 570 015,

Karnataka, India Phone: +91-821-2548391; Fax No.+91-821-2548394

Web: www.jssuni.edu.in Email.: vc@jssuni.edu.in

CONSULTANCY RULES

CONSULTANCY RULES

1. Contact Research

Contract research shall comprise all R & D undertaken through specific contractual arrangement agreed upon for the purpose and shall cover the:

1.1 a. Sponsored Projects:

Projects wholly funded by the client having specified R & D objectives, and well defined expected project outputs/ results, generally culminating in generation of intellectual property. Sponsored projects could be multi- client also, with the sharing the project funding and research results.

1.1 b. Collaborative Projects:

Projects partially funded by the client and supplemented by provision of inputs from the Institute such as extra manpower, production/ fabrication of product in bulk for testing infrastructural facilities, etc. Collaborative projects could be for upscaling/ proving of laboratory level knowhow, technology development or generation of intellectual property etc. The expected project output/ results are well defined.

c. Grant-in-Aid Projects:

Grant-in-Aid Projects are normally for supporting for basic or exploratory research or for maintaining or creating testing and infrastructural facilities. These projects shall involve grant by way of financial inputs, either in full or in part, assistance in kind, eg., equipment, training to supplement JSS Academy of Higher Education & Research's efforts in ongoing or new R & D Projects or for creating new capabilities/ facilities.

Costing of contact Research Projects

The charges for contract research shall include expenses on account of :

- a) Cost of man-days of staff deployed.
- b) Cost of consumables/ raw materials/ components with 25% overheads.
- c) Cost of physical inputs/ services/ utilities with 25% overheads.
- d) Equipment usage cost/ cost of equipment procured specifically for the project.
- e) Any external payment envisaged.
- f) TA/ DA.
- g) Contingencies

Total expenses = sum of a to g

Intellectual Fee : Minimum of 33.3% of total expenses as at 1.2.1.

For any sponsored research, rights for licensing intellectual property shall rest with JSS AHER. In case of collaborative research, such rights shall be held by JSS AHER and collaborator; Licensing for commercial exploitation of the intellectual property generated out of contract research shall be held jointly.

JSS AHER shall charge an adequate amount as fee. This could be a lumpsum and on recurring royalty.

NB: Wherever possible the sponsorer shall be given a non-exclusive license. However, commercial exploitation of the intellectual property.

Project charges = Total expenses = intellectual fee = license fee.

1.3 Sharing of the Monies by Staff

Forty percent of the intellectual fee or net surplus (remaining after accounting for all direct or indirect project expenditure) whichever is lower arising from R & D contracted is to be shared with the staff.

The pattern of sharing for staff is as follows:

Staff	Share
1. Innovators & Principal Contributions	40%
2. S & T (direct supporting staff)	20%
3. Other staff who have provided direct inputs to the specific activity	15%
4. Remaining staff of the JSS JSSAHER	20%
5. Welfare fund	5%

CONSULTANCY

All consultancy services in the JSS AHER shall be institutional. There shall be two categories of consultancy viz.,

Advisory Consultancy

Wherein the services would involve scientific, technical, engineering or other professional advice, provided to a client purely on the basis of available expert knowledge and experience of individual (s), and not envisaging use of any facilities of the JSS AHER and also not involving any kind of survey, detailed study or report preparation/ submission.

General Consultancy

Wherein the services shall comprise scientific, technical, engineering or other professional advice/ assistance based on the available knowledge base/ expertise of JSS AHER, and envisaging only minimum use of laboratory facilities for essential experimentation needed to meet the objectives of the consultancy assignment. General consultancy may inter alia cover:-

- Preparation of literature survey/ feasibility studies, state of the art/ project, technology forecasting reports;
- Interpretation and validation of test results and data, risks and hazard/ environment impact analysis etc,;
- Design engineering;
- Assistance in erection, commissioning, operation, fabrication/ tendering and purchase of equipment, trouble-shooting, productivity improvements, pollution abatement / control measures, energy conservation, waste utilization, technology assessment/ evaluation.

Any consultancy assignment which does not strictly fall under the category of Advisory Consultancy, shall be taken up as General Consultancy.

COSTING OF CONSULTANCY PROJECT

The charges for consultancy project shall include expenses on account of

- a. Cost of man-days of staff deployed
- b. Cost of physical inputs/ services/ utilities / consumables raw materials/ component with 25% overheads.
- c. Equipment usage cost
- d. External payment envisaged, e.g. to outside consultants, for obtaining data, hiring of infrastructural facilities.
- e. TA/ DA
- f. Contingencies

NOTE: Total Expenses = sum of a to f.

Intellectual fee

This should commensurate with the quality of inputs provided and the likely benefits to accrue to the client as a result of the consultancy. While there is no ceiling on the upper limit of intellectual fee to be charged, it should not be less than the estimated manpower charges.

Distribution of Honorarium

Distribution amount upto a maximum of 2/3rd of intellectual fee as follows:

For Advisory Consultancy:

Team of Consultants	95%
Welfare Fund	5%

For General Consultancy:

Distributable amount upto a maximum of 2/3rd of intellectual fee or 300% of the manpower charges levied, whichever is less, as follows:-

Team of Consultants	65%
Supporting S & T Staff who have provided direct inputs to the specific activity	15%
Remaining staff	15%
Welfare Fund	5%

3. INTELLECTUAL PROPERTY

Intellectual Property shall include patents, copyright, registered design trademark, and knowhow for a process / product design and computer software. Intellectual property generated shall be of two types.

UNENCUMBERED

Developed through wholly in-house R & D programmes/ projects. In such cases ownership of intellectual property is solely that of JSS AHER, and consequently the licensing rights are that of JSS AHER alone.

Intellectual property developed through contract research and subsequently rendered unencumbered as per contractual arrangement with the client. In such cases, licensing of intellectual property by JSS AHER would be in accordance with the terms and conditions agreed upon with respect to third party licensing with the client.

ENCUMBERED

Developed through contract research, i.e., total or partial financial support, and with/ without technical inputs from users/ clients. In such cases, ownership and licensing of intellectual property for commercial utilization shall be governed by JSS AHER's obligations to client in the matter.

LICENSING OF INTELLECTUAL PROPERTY

Licensing of intellectual property shall mean granting the license the right to utilize the intellectual property and sell or use the resulting product (s) either for commercial/ captive purpose or as otherwise agreed to.

PRICING OF INTELLECTUAL PROPERTY

There is no rigid formula for determining the price of intellectual property and thus estimates vary from case to case.

To arrive at price of intellectual property following factors will be kept in view:

- i. Cost of development.
- ii. Estimate of net benefit to be derived by the license.
- iii. Size and number of potential licenses.
- iv. Comparative cost of imported intellectual property.
- v. Possibility of intellectual property being pirated.
- vi. Opportunity value.

4. TECHNICAL SERVICES

Technical services are meant to render to the clients/ customers, assistance of a minor nature based on available knowledge, expertise, skill and facilities of the institute. Technical services shall comprise:

- Testing & analysis (including certification and calibration)
- Training
- Technical assistance of an advisory nature
- Fabrication/ production of special products
- Repair and maintenance
- Supply of information/ database.

CHARGES FOR TECHNICAL SERVICES

Charges shall comprise of (A + B) below except for supply of information/ databases.

A. Estimated expenditure on:

- i. Manpower (at prescribed rates).
- ii. Physical inputs/ services/ utilities etc. including overheads at 25%.
- iii. Raw material/ consumable component with 25% overheads.
- iv. Equipment usage depreciation/ replacement cost.
- v. Any other out of pocket expenditure.

- B. Intellectual fee/ opportunity cost. The quantum shall be at the discretion of the Director considering the nature of client and his paying capacity.

DISTRIBUTION OF MONIES

Twenty percent of the intellectual fee or net surplus (remaining after accounting for all direct and indirect expenditure for the service) whichever is lower is to be shared with the staff. The pattern of sharing for staff shall be same as given in 1.3.

APPENDIX – A (Refer Statute 22)

(JSS JSSAHER Faculty may undertake contract research and provide consultancy and technical services)

1. Contract Research

Contract research shall comprise all R & D undertaken through specific contractual arrangement agreed upon for the purpose and shall cover the :

Sponsored Projects: Projects wholly funded by the client having specified R & D objectives, and well defined expected project output/ results, generally culminating in generation of intellectual property. Sponsored projects could be multi-client also, with the sharing the project funding and research results.

Collaborative Projects: Projects partially funded by the client and supplemented by provision of inputs from the Institute such as extra manpower, production/ fabrication of product in bulk for testing infrastructural facilities etc. Collaborative projects could be for upscaling/ proving of laboratory level knowhow, technology development or generation of intellectual property etc. the expected project output/ results are well defined.

Grant-in-Aid Projects: Grant-in-Aid Projects are normally for supporting for basic or exploratory research or for maintaining or creating testing and infrastructural facilities. These projects shall involve grant by way of financial inputs, either in full or in part assistance in kind e.g. equipment, training to supplement JSS JSSAHER's efforts in ongoing or new R & D Projects or for creating new capabilities/ facilities.

Costing of contract Research Projects

1.2.1 The charges for contract research include expenses on account of:

- a) Cost of man-days of staff deployed.
- b) Cost of consumables/ raw materials/ components with 25% overheads.
- c) Cost of physical inputs/ services/ utilities with 25% overheads.
- d) Equipment usage cost/ cost of equipment procured specifically for the project.
- e) Any external payment envisaged.
- f) TA/ DA
- g) Contingencies

Total expenses = sum of a to g.

Intellectual Fee: Minimum of 33.3% of total expenses as at 1.2.1.

For any sponsored research, rights for licensing intellectual property shall rest with JSS AHER. In case of collaborative research, such rights shall be held by JSS AHER and collaborator; Licensing for commercial exploitation jointly.

NB: Wherever feasible the sponsored shall be given a non-exclusive license fee with an exclusive licence for a limited period of time, normally not exceeding 5 years, for commercial exploitation of the intellectual property.

Project charges = Total expenses + intellectual fee + license fee.

of the intellectual property generated out of contract research shall be held

1.3 Sharing of the Moines by staff

Forty percent of the intellectual fee or net surplus (remaining after accounting for all direct or indirect project expenditure) whichever is lower arising from R & D contracted is to be shared with the staff.

The pattern of sharing for staff is as follows:

	Staff	Share
i.	Innovators & Principal Contributors	40%
ii.	S & T (supporting staff)	35%
iii.	Remaining supporting staff of the JSS JSSAHER	20%
iv.	Welfare fund	5%

Consultancy

All consultancy services in the JSS AHER shall be institutional. There shall be two categories of consultancy viz

Advisory Consultancy

Wherein the services would involve scientific, technical, engineering or other professional advice, provided to a client purely on the basis of available expert knowledge and experience of individual(s), rendered outside JSS AHER and not envisaging use of any facilities of the JSS AHER and also not involving any kind of survey, detailed study or report preparation/ submission.

General Consultancy

Wherein the services shall comprise scientific, technical, engineering or other professional advice/ assistance based on the available knowledge base/ expertise of JSS AHER and envisaging only minimum use of laboratory facilities for essential experimentation needed to meet the objectives of the consultancy assignment. General consultancy may inter alia cover:-

- Preparation of literature survey/ feasibility studies, state of the art/ project/ technology forecasting reports;
- Interpretation and validation of test results and data, risks and hazard/ environment impact analysis etc.
- Design engineering
- Assistance in erection, commissioning, operation, fabrication/ tendering and purchase of equipment, trouble shooting, productivity improvements, pollution abatement/ control measures, energy conservation, waste utilization, technology assessment/ evaluation.

Any consultancy assignment which does not strictly fall under the category of Advisory Consultancy, shall be taken up as General Consultancy.

COSTING OF CONSULTANCY PROJECT

2.2.1 The charges for consultancy project shall include expenses on account of

- a. Cost of man-days of staff deployed
- b. Cost of physical inputs/ services/ consumables
- c. Equipment usage cost
- d. External payment envisaged e.g. to outside consultants, for obtaining data, hiring of infrastructural facilities.
- e. TA/DA
- f. Contingencies

NOTE: Total expenses = sum of a to f.

2.2.2 Intellectual fee

This should commensurate with the quality of inputs provided and the likely benefits to accrue to the client as a result of the consultancy. While there is no ceiling on the upper limit of intellectual fee to be charged, it should not be less than the estimated manpower charges.

2.3 DISTRIBUTION OF HONORARIUM For

Advisory Consultancy

Distribute amount upto a maximum of 2/3rd of intellectual fee as follows:-

Team of consultants	95%
Welfare Fund	5%

For General Consultancy

Distribute amount upto a maximum of 2/3rd of intellectual fee or 300% of the manpower charges levied, whichever is less, as follows:-

Team of consultants	95%
Other S & T staff	15%
Remaining Supporting staff	15%
Welfare Fund	5%

3. INTELLECTUAL PROPERTY

Intellectual Property shall include patents, copyright, registered design trademark, and knowhow for a process / product / design and computer software. Intellectual property generated shall be of two years.

UNENCUMBERED

Developed through wholly in-house R & D programmes/ projects. In such cases ownership of intellectual property is solely that of JSS JSSAHER and consequently the licensing rights are that of JSS JSSAHER alone.

Intellectual property developed through contract research and subsequently rendered unencumbered as per contractual arrangement with the client. In such cases licensing of intellectual property by JSS JSSAHER would be in accordance with the terms and conditions agreed upon with respect to third party licensing with the client.

ENCUMBERED

Development through contract research i.e. total or partial financial support and with/ without technical inputs from users/ clients. In such cases, ownership and licensing of intellectual property for commercial utilization shall be governed by JSS JSSAHER's obligations to client in the matter.

3.1.3. LICENSING OF INTELLECTUAL PROPERTY

Licensing of intellectual property shall mean granting the license the right to utilize the intellectual property and sell or use the resulting product(s) either for commercial/ captive purpose or as otherwise agreed to.

PRICING OF INTELLECTUAL

There is not rigid formula for determining the price of intellectual property and thus estimates vary from case to case. The price of knowhow/ intellectual property normally ranges between 2% to 10% of either the plant and equipment cost or projected turnover of the unit for a period of 5 year's production.

To arrive at price of intellectual property following factors will be kept in view:

- i. Cost of development
- ii. Estimate of net benefit to be derived by the license.
- iii. Size and number of potential licenses.
- iv. Comparative cost of imported intellectual property
- v. Possibility of intellectual property being pirated.
- vi. Opportunity value.

4. TECHNICAL SERVICES

Technical services are meant to render to the clients/ customers, assistance of a minor nature based on available knowledge, expertise, skill and facilities of the institute. Technical services shall comprise:

- Testing & Analysis (including certification and calibration)
- Training
- Technical assistance of an advisory nature
- Fabrication / production of special products
- Repair and maintenance
- Supply of information / database.

CHARGES FOR TECHNICAL SERVICES

Charges shall comprise of (A+B) below except for supply of information/ databases.

A. Estimated expenditure on:

- i. Manpower (at prescribed rates)
- ii. Physical inputs/ services/ utilities etc. including overheads at 25%
- iii. Raw material/ consumable components with 25%
- iv. Equipment usage depreciation/ replace cost.
- v. Any other out of pocket expenditure.

B. Intellectual fee/ opportunity cost. The quantum shall be at the discretion of the Director considering the nature of client and his paying capacity.

DISTRIBUTION OF MONIES

Twenty percent of the intellectual fee or net surplus (remaining after accounting for all direct and indirect expenditure for the service) whichever is lower is to be shared with the staff. The pattern of sharing for staff shall be same as given in 1.3.

LIST – Changes suggested for incorporation in Appendix A of the Statute 22 of the JSS JSSAHER Act.

Clause 1.2 Costing of contract Research Projects

Sub-clause: 1.2.3. NB:

“Wherever feasible the sponsorer shall be given a non-exclusive licence fee with an exclusive licence for a limited period of time, normally not exceeding 5 years, for commercial exploitation of the intellectual property.” CHANGED TO “Wherever possible the sponsorer shall be given a non-exclusive licence. However, in case of an exclusive licence it would normally be not exceeding 7 years, for commercial exploitation of the intellectual property.

Clause 1.3 Sharin of the Monies by Staff

- In the title substitute “Sharin” with “Sharing”
- Under “The Patten of sharing for staff is as follows”
 - (ii) S & T (supporting staff) 35% should be changed to/ S
 - & T (direct supporting staff) 20%
 - Introduce the following
- (ii) Other staff who have provided direct input to the specific activity 15% Change
- (iii) Remaining supporting staff of the JSS JSSAHER 20%/ to /
Change
- (iv) Welfare fund /to/ Welfare fund

Clause 2.1.1

- In the second line delete the words “rendered outside JSS JSSAHER”

Clause 2.3 Distribution of Honararium

- Line 9 Change “other S & T staff” to / Supporting S & T staff who have provided direct input to the specific activity
- Line 10 Change “Remaining Supporting Staff” /to/ “Remaining staff:

Clause 3.3 Pricing of Intellectual Property

- Delete lines 2 and 3

A BRIEF OF CHANGES

1. The basis of defining consultancy has been fixed as under:

Advisory Consultancy; only scientific or technical knowledge and No infrastructure or laboratory facilities used.

Research Consultancy; both scientific and technical knowledge of team and infrastructure or laboratory facilities used

Technical Services; only infrastructure used including incubator

2. Other work; Meeting, lectures, examination etc (outside the JSS JSSAHER)
The maximum limit of intellectual fee earned by an individual faculty member in a financial year removed.
3. The individual can spend a maximum of 50 days in a year on consultancy job
4. Change in distributable intellectual fee component from existing and in line with IIT, Delhi.
5. Research Consultancy is clubbing the existing general and sponsored consultancy.
6. Incorporation of additional services to expand the scope of consultancy services offered by JSS AHER (including seminars etc)
7. The administrative charges at 20% on the cost of purchases in place of existing 25%
8. Creation of JSSAHER Research Fund (JSSURF) of (from the institutional share) to be utilized for up gradation of facilities, fellowship for studies etc which can be distributed on discretion of Director

9.

Category of Staff	Man power Rates (Rs)	
	Per day	Per annum
Professor	7000	14 lakhs
Associate Professor	4000	8 lakhs
Assistant Professor	3000	6 lakhs
Projects Assistants	Actual cost with 40% overheads	

The rates of per annum are to be considered on pro data basis if involvement is beyond three months.

CONSULTANCY

JSSAHER through the instrument of its Consultancy services interacts with the Industry to solve their specific problems. Members of the academic staff of the JSSAHER including the Vice-Chancellor can undertake the consultancy work. These jobs can be carried out either by an individual or by a group of academic staff with the support of technical staff irrespective of the quantum of Institute facilities/ equipment used.

Consultancy services fall under following three categories

- a) Institutional Consultancy,
- b) Research Consultancy and
- c) Technical Services

as under:

Advisory Consultancy

In this category, the specified and identified problems of industry/ organization, including in IPR tackled through investigational processes and technical/ scientific advice is rendered and involves no laboratory work. The intellectual fee is shared between the consultant and the JSSAHER in the ratio of 70:30 after deducting all expenses. Visits can take place provided TA/DA is provided by party.

Research Consultancy:

Under this category the emphasis centre a round the interaction between the institute and the industry and normally involves laboratory work. Detailed work plan is agreed to prior to the signed of agreement and is the basis for calculating total project charges. The rules governing this category are principally the same as for the Advisory consultancy. Jobs stated above except that the faculty member can undertake visits to the client

Industry without taking leave of absence. The professional fee charged is shared between the Consultant and the Institute in the ratio of 30:70 after deducting all expenses.

Technical Services

The routine laboratory testing/ production of special products/ studies / repairs & maintenance / supply of information/ data, where neither any interpretation of result of called for nor any technical/ scientific advice is rendered, including incubator services are covered under this category. The Technical consultancy job is undertaken directly by the Department/ Centre on standard charges, approval for which is obtained by the Department from the Vice-Chancellor, JSS JSSAHER. The testing charges so received by the Departments/ centers are treated as revenue for the purpose of the budget. In the other

technical services such as production of special products/ studies / repairs and maintenance / supply of information/ data by the Departments/ Centers, the distribution not exceeding 20% of net contribution calculated after deducting all expenses including depreciation (recovery of capital cost in 7 years) can be paid to the concerned technical/ ministerial staff.

(d) Other work

The staff may receive fee/ honorarium for the purpose such as:-

Examination, paper setting, evaluation superintendence, invigilation, report writing and publications and other Academic work; and

Meetings in outside organization for selections, academic planning, research management, coordinate on committee meetings, invited lectures, conducting of Ph.D oral Examination.

These services falling under (i) & (ii) will not be governed by the above consultancy rules. All fees for such services will go directly to the Faculty/ staff member concerned without any share going to the JSSAHER. For absence from the JSSAHER to undertake services listed under (i) and (ii) above, a staff member may avail leave of the kind due with the approval of the competent Authority; or avail Special Casual Leave for purposes approved by the Vice-Chancellor.

iii) In the case of Seminars; saving after deducting all expenses may be distributed into organizers (20%) and JSSAHER (80%). The maximum distribution from a seminar will be limited to one lakh for the whole team.

e) INTELLECTUASL PROPERTIES AND LICENSING

- Intellectual property inter alias includes
- Patent
- Copyright
- Registered design
- Trade mark
- Know-how for process / product/ design & computer software

This is usually of two kinds

i. UNENCUMBERED

Development through wholly in-house R & D programmes/ projects. In such cases ownership of Intellectual property is solely that of JSS JSSAHER & consequently the licensing rights are that of JSS JSSAHER alone.

ii. ENCUMBERED

- 1) Developed through contract research with/ without technical inputs from users/ clients. In such case, the ownership of Intellectual property shall be that of sponsor. JSS JSSAHER shall have to license the I.P. development to the sponsor.

- 2) Intellectual property developed through contract research & subsequently rendered encumbered as per the contractual arrangement with the client. In such case licensing of Intellectual property by JSS JSSAHER would be in accordance with the terms and conditions agreed upon with respect to third party licensing with the client.

LICENCING OF INTELLECTUAL PROPERTIES

Licensing of Intellectual property shall mean granting the licensee the right to utilize the Intellectual property and sell or use the resulting products either for commercial/ captive purpose or as otherwise agreed to

PRICING OF INTELLECTUAL PROPERTIES

There is no rigid format for determining the price of Intellectual property and thus estimate varies on case to case basis. The price of know-how / Intellectual property is normally about 10% of either the plant and equipment cost or the projected turnover of the unit for a period of 5 years.

To arrive at the price of Intellectual property, following factors are kept in view

- 1) Cost of development
- 2) Estimate of net benefit to be derived by license
- 3) Size & number of potential licenses
- 4) Comparative cost of Intellectual property
- 5) Possibility of Intellectual property being pirated
- 6) Opportunity value

A. Approaching for Consultancy:

The client can either approach Director or any academic staff of the Department/ centre for the consultancy job. In case Director's Office is approached by some outside agency for a possible consultancy job, such requests are referred to the concerned Head of Department/ Centre for his/ her advice. In case the client gives specific reference of any faculty, it is referred to the concerned faculty. The Head of the department/ Centre in turn will assign the job to an individual or a group of individuals in the Department/ Centre after ascertaining core competency in accordance with the predetermined system.

The concerned faculty will prepare the proposal according to the prescribed format (annexure-I) adhering to the standard terms and conditions and send it to the Director office through the Head for obtaining the approval.

Prior approval is required from Director as per Annexure I While

undertaking consultancy job, the norms must be observed:

- a) The consultancy work should not interfere with the normal Teaching/ research work

of the Department/ Centre and with the other, duties of the staff member concerned.

- b) The total time to be spent by the Consultant(s) on all types of consultancy jobs and other work should not exceed 50 days in a year.
- c) All proposals for a Consultancy job are to be submitted, keeping in view the standard term and conditions.
- d) The consultancies less than Rs. 10,000/- value are to be discouraged.

B. Role of Consultancy Committee

- To hold meeting once in six months (depending on quantum work, may meet in three months)
 - To approve all proposals before distribution
 - Fore closure
 - To monitor the progress of consultancies w r
1. Consultancy Jobs exceeding Rs. One lakh and to be completed in more than one year be reviewed every six months. In case there are serious problems either from Client or Consultant, the issue should be brought to the notice of the HoD/Director for his decision.
 2. If the client and the consultant agree to a revised time schedule, written consent of the client be obtained and Director is accordingly informed.
 3. In case the Institute finds that the consultancy is not getting completed in the agreed time schedule / revised schedule, Head of Department to hold a meeting of the client and the Consultant and after ascertaining the facts make recommendations to the Director for a decision.
 4. The payments are received for the completed jobs.

C. JSSAHER Charge

The JSSAHER charges for the purpose of costing are divided in two portions (a) & (b) as explained below:-

- a) Expenses: to be incurred for the operation of the job under different heads as explained hereafter. No amount from this portion will be paid to the consultant(s).
- b) Fee for scientific & technical advice: to be apportioned between the JSSAHER and the Consultant(s) and other Academic staff.

For calculating the total charges for the job, the following budgets are to be considered:

Cost of Manpower: Cost of man days of technical scientific staff

Cost of Material: Amount needed for the purchase of material (chemicals, consumables & maintenance)

Cost of Utilities: Charges for the usage of electricity, diesel, A/C & other utilities.

Computer charges: Charges for the use of computer are Rs. 500 for 8 hours in case of normal kind of job & in case of high end usage; the charges are to be decided before approval.

Use of Central Instrument Laboratory: as per CIL rates of testing

Contingencies: Catering to contingent expenses

Administrative Overhead: These are charges at the rate of 20% of the total expenses on cost of materials & utilities.

Use of equipment: Charges at the rate of 15% of institute equipment used for the execution of consultancy.

Taxes, Levis or duties: are to be mentioned as per the actual.

D. Processing of consultancy proposal in committee of acceptance:

The consultancy proposals framed as per guidelines as above need to be examined and recommended by the consultancy committee and put for Vice-Chancellor's approval.

Recommendation of the Head of the Department/ Centre

The Head of the Department/ Centre will give the recommendation on the proposal based on the merits of the proposal, competency of the Concerned academic staff and his total time involvement in consultancy jobs in hand, which should not exceed one day per week, without adversely affecting the normal teaching & research work of the Department/ Center.

The proposal as recommended by the Head of the Department/ Centre and the consultancy Committee shall be put up for the Director's approval.

The approval is then conveyed to the client on behalf of the Director which included the details such as

- a) The JSSAHER's decision regarding acceptance of job and intimating the name of the Consultant who is responsible for all technical matters relating to the job;
- b) The charges which the client organization is required to deposit with the JSSAHER and the mode of payment;
- c) Other terms and conditions as arrived at by the consultant and the authority approving the job.

The client will be informed only the consolidated charges required to be deposited with the JSSAHER and not the break-up. Break-up and the detailed costing is kept within the knowledge of the Consultant in charge, Head of the concerned Department/ Centre and the Vice-Chancellor where the proposal is accompanied by a Bank draft, the acceptance of the job is notified to the Consultant(s), Head of the concerned Department/ Centre, Director and Accounts section for realization of the draft money.

E. Operation of Consultancy

Once the terms and conditions have been accepted by the client organization and the JSSAHER charges deposited with the Vice-Chancellor, the job becomes operational.

The Consultant is to ensure the satisfactory completion of the job adhering to the agreed terms and conditions.

During the course of working on the consultancy, the consultancy in charge can draw temporary advances to meet expenses on contingencies; purchase local conveyance etc, by sending requisitions to the JSSAHER.

During the currency of the consultancy job, the consultant, if need be, can request to revise the break-up of budget heads, giving justification for the change. It should have the approval of the client as well.

F. Purchases for Consultancy

The purchase of material is regulated in accordance with the Purchase Rules of the JSSAHER as approved by the Board of Management.

All the purchases will be carried through concerned college Purchase Committee.

G. Travelling

The travelling is to be regularized by existing JSSAHER rules. Vice-Chancellor's approval is required for deviation, if any, even if the client is paying.

Advances can be drawn as per the entitled TA/DA for such visits.

For journeys outside the JSSAHER for the purpose of consultancy work leave of the kind due for the period of his absence from the JSSAHER is required to be taken before proceeding for the consultancy job.

International travel under consultancy work can be approved by the Vice-Chancellor/Chancellor if provision exists in the budget of the initial proposal. Use of Computer

The consultant can use the JSSAHER computer or outside computer for the consultancy job. The payment for the use of computer is made on the basis of bills raised by the computer service centre and passed for payment by the Consultant In charge according to the provision made in the breakup of the job.

H. Use of Central facilities:

The cost is to be calculated for the use of central facilities as per the existing CIL rate.

I. Overhead charge

- (a) The administrative overhead charges @ of 20% of the total purchases are to be realized.
- (b) Charges for the use of JSSAHER equipment, overhead charges @ 15% of the total consultancy charges are to be realized for meeting the depreciation.
- (c) The manpower charges

Category of Staff	Manpower Rates (Rs.)	
	Per Day	Per Annum
Professor	7000	14 lakhs
Associate Professor	4000	8 lakhs
Assistant Professor	3000	6 lakhs
Project Assistant	Actual cost with 40% overheads	

For jobs of less than three months duration, manpower charges should be calculated on the basis of actual man-days. For jobs beyond 3 months, manpower charges should be calculated on lump sum basis taking in to account the annum rates.

J. Fee for the Consultancy

The fee for scientific and technical advice is apportioned between the consultant(s) and the JSSAHER, after deducting the expenses towards salary (per day charges as given in table, consumables, laboratory chemicals, utilities, diesel, computer usage, central facilities, TA/DA, overhead charges etc from the total charges received, in the ratio of 70:30 or 30:70 or 20: 80 depending upon the category of Consultancy job.

The fee is apportioned by PI after putting up the request for apportionment as per annexure-2, along with the copy of the consultancy report submitted by the consultant.

Consultancy committee is to consider and recommend each proposal for distribution and for distribution amongst entitled staff which will be on the basis of median of their pay scale.

The settlement of all accounts of the 'consultancy job by the Consultant is a pre-requisite for release of the fee payment to the Consultant.

On completion of the Job, the consultancy report is to be submitted through the Vice-Chancellor to the client.

In case no formal report is required to be prepared due to the requirement of the confidentiality, the consultant must obtain a certificate from the Client that the job has been completed satisfactorily.

K. Payment of Fee to, the Consultants(s):

On receipt of the proposal for apportionment of fee from the consultant, the Consultancy Committee should obtain the details of expenses under the job from accounts.

On receipt of the above details, the committee is to seek the approval of the Vice-Chancellor. Unutilized amount under different heads of expenses are credited to the JSS JSSAHER research fund.

L. JSS JSSAHER Research Fund

The institutional share is accumulated and credited to a fund, specially created as JSS JSSAHER Research Fund.

Out of the above amount 50% is credited to the earning departments/ centers which can use the same with Vice-Chancellor's approval.

- a) Building up infrastructure facilities in the Department/ Centre.
- b) Publicity including organization of open house.
- c) Promoting Liaison with the Industries including holding Department/ Centre level workshop meetings with the Industries.

Loan to coordinators of Industry based continuing education courses as seed money to publicize programs or exploring visits in connection with the consultancy work.

Visits within India/ Abroad for business promotion activity.

The remaining 50% is earmarked for institute for building its facilities to provide efficient support to the operation of future project/ consultancy and furthering the R & D work and for any other purpose approved by Vice-Chancellor.

M. Limit of Honorarium to Consultants:

There is no yearly ceiling on the amount of consultancy receivable by an individual from all consultancy services.

JSS JSSAHER
S.S Nagar, Mysore – 570015.

APPROVAL FOR CONSULTANCY WORK

(To be sent to Vice-Chancellor along with original request from client)

Date

- 1) Title of Consultancy work
- 2) Name of the Client
- 3) Consultancy Team a)
 b)
- 4) Type of consultancy work
- 5) Nature of consultancy work
- 6) Type of client
- 7) Total consultancy fee to be charged
- 8) Probable dates of commencement and completion of the work
- 9) Name any other external consultant if any with designation
- 10) Whether necessary facilities and expertise available
- 11) If interdepartmental, name of other departments / centers
- 12) Whether HOD informed

Yes/ No

Head of Department / Centre

Consultant-in-charge / Consultant

To
The Vice-Chancellor

Note: Detailed estimated budget may please be attached by consultant along with the proposal.

JSS JSSAHER
S.S Nagar, Mysore – 570015.

PROPOSAL FOR DISTRIBUTION OF A CONSULTANCY EARNING

Date

- 1) Title of Consultancy work
- 2) Name of the Client
- 3) Consultancy Approval No. & Date
- 4) Receipt No. & Gross consultancy fee received
- 5) Intellectual fees received
- 6) Cost related to & chargeable to Consultancy work
 - a) Cost of direct technical person/s
 - b) Cost of utilities consumables/ Laboratory chemicals/ Maintenance / other consumables / Non-consumables
 - c) Overhead charges (20% of total of 6b)
 - d) Charges for using external facilities (other than computer)
 - e) Computational charges
 - f) Cost of external expert
 - g) Cost of student/ Temporary employment
 - h) TA/DA expenses
 - i) Cost of secretarial services/ preparation of report
 - j) Depreciation of capital equipment used
 - k) Cost of CIL and other central facilities
 - l) Misc. cost (if any) Total expenses (a to i)
- 7) NET consultancy fee available for distribution (5-6)
- 8) Consultancy fee at the time of approval

9) Distribution (calculation on 7 or 8 which ever is low)

- a) Institutional share
 - 30% of 7/8 in case of Advisory Consultancy
 - 70% of 7/8 in case of Research consultancy
 - 20% of 7/8 in case of Technical Services
- b) Net available for distribution
 - 70% of 7/8 in case of Advisory Consultancy
 - 30% of 7/8 in case of Research consultancy
 - 20% of 7/8 in case of Technical Services
- c) Welfare fund (5% of 9b)
- d) Consultancy Share to team
 - A. Advisory Consultancy (95% of 9 b i)
 - B. Research Consultancy (95% of 9 b ii)

Distribution

Innovator & Principal Contributor (40%)
Supporting staff (35%)
Remaining staff of JSSU (20%)
(as per median of their pay scale)

C. Technical Services (95% of 9 b ii)

Distribution

Principal Contributor (40%)
Supporting staff (35%)
Remaining staff of JSSU (20%)
(as per median of their pay scale)

Signature of PI

Consultancy Committee hereby recommends for payment of Rs.
as per the details given above.

Member

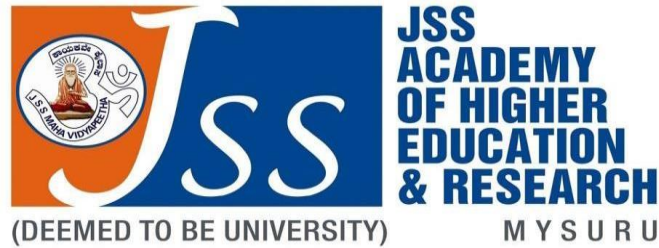
Member

Member

Chairman

Director may kindly approve & accord sanction a sum Rs.....for the same.

VICE-CHANCELLOR



Employee Selection and Recruitment Policy

1. Preamble:

JSS AHER has the vision to provide quality education, promote translational research and serve the community through patient care and outreach activities. The human resource is the main pillar which can support and fulfil the vision. Hence, JSS AHER follows a standard policy to select and recruit manpower. This policy describes the process for identification, selection and recruitment.

2. Policy brief & purpose

- JSS Academy of Higher Education & Research **employee recruitment and selection policy** describes the process for attracting and selecting external and internal candidates.
- JSS Academy of Higher Education & Research is committed to equal opportunity policy at every selection stage. Recruiting teams shall aim for a well-planned and discrimination-free recruiting process.
- JSS AHER will be guided by UGC regulations, PCI/ AICTE/ MCI/ DCI regulations etc. from time to time

3. Scope

This recruitment and selection policy applies to all employees who are involved in recruitment for JSS Academy of Higher Education & Research. It refers to all potential job candidates.

4. Procedures

4.1 Recruitment and selection process

Generally, recruiting teams could go through the following steps:

1. Identify the need for recruiting
2. Decide whether to recruiting externally or internally
3. Review the job description and compose a job advertisement
4. Select appropriates sources (external or internal) for posting the opening
5. Decide on the selection stages and possible timeframe
6. Review resumes in JSS AHER & MVP database
7. Source possible candidates
8. Shortlist applications
9. Proceed through all selection stages
10. Run background checks
11. Select the suitable candidate through interview and recommend
12. Approval by Chancellor
13. Make an official appointment order and issue

Stages may overlap. HRD head/Registrar may remove/add steps as appropriate. The first five stages are mandatory in every recruiting process.

4.2 Posting jobs internally

HRD section can post a job opening internally before starting recruiting external candidates. If they decide to post internally, they can:

- Set a deadline for internal applications
- ♦ Communicate their opening through internal circulars, emails or word-of-mouth

4.3 Creating job descriptions

HRD section shall create job advertisement based on full job descriptions of each role. Job ads should be clear and accurately represent the open position. They should include:

- A brief description of JSS AHER and mission
- A list of requirements
(Ensure to mention that the candidate should be more than 18 years old)
- How to apply

4.4 Employee selection stages

JSS AHER has follows a standard recruiting process that may be altered according to a role's requirements and approval of authorities. The standard process involves:

- Resume screening
- Interview
- Referrals Evaluation if any

5. Revoke of Appointment order

In case when a formal appointment order has to be revoked, the recruiting authority and human resources department should draft and sign an official document. This document should include a legitimate reason for revoking the appointment order. Legitimate reasons include:

- ♦ Candidate is proved to not be legally allowed to work for JSS AHER at a specific
- ♦ location Candidate has falsified references or otherwise lied about a serious issue
- ♦ Candidate doesn't accept the offer within the specified deadline (deadline must have been included in the appointment order)

Recruiting managers and HR must notify the candidate formally as soon as possible. This policy will come into immediate effect.

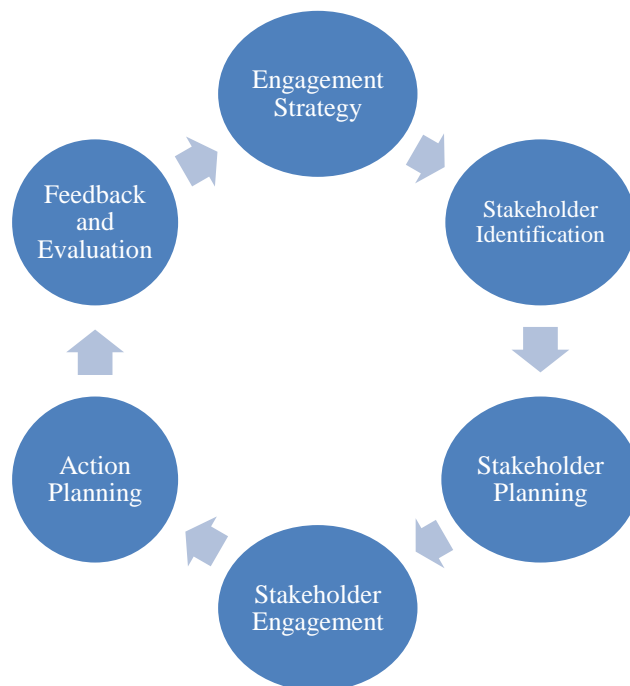
POLICY ON ENGGAGING EXTERNAL STAKE HOLDERS

1.Preamble:

JSS Academy of higher education and research is committed to quality education with the vision to provide education that helps transformation of individuals and society. To achieve this, it is essential to include our stake holders in the governance of the Institution. This will not only help us in a continuous improvement process, it will also help us in a holistic approach of governance.

2. Policy & Principle:

2.1 The principles described above, support the stakeholder engagement cycle:



2.2 JSSAHER engages external stakeholders in three general ways:

1.Communications:

The external stakeholders are communicated through our News Letters, journals, emails and other publications.

2.Dialogues:

Dialogues helps to understand the ideas that are communicated, to be adapted and incorporated into the fabric of planning and execution at JSSAHER. The regular meetings are an ideal occasion for the same. A member from external stakeholder is included to committee, council or board.

3.Collaborations:

With mutual benefits, a collaboration with external stakeholder will help us to form new ideas and implement them very early.

2.3 The external stakeholders can be

- Members of local authorities
- Parents of students
- Institutions & Industries recruiting our students
- Ranking agencies
- Statutory bodies
- Funding agencies
- Suppliers
- Outsourced service providers

3.Procedure:

3.1 Procedure for including an external stake holder into any committee/ council

3.1.1 Including New member into a committee

1. During the constitution or reconstitution of various boards, councils and committees, an external stakeholder of repute is identified.
2. Their resume is to be scrutinised by the authorities

3. On establishing their eligibility, they are recommended to be included include in the said board/council/committee for a specified time period
4. The recommendation is discussed in the Board of Management meeting.
5. On approval, they are included and notified
6. The roles and responsibilities of the external stakeholder in the said body is communicated along with the notification.
7. On their acceptance, they serve in the body for the time period specified.
8. They will attend the meeting and give their suggestion and have a right to vote
9. On completion of one term, they can be considered for the next term also.

3.1.2 On resignation of the member

1. If the external member wishes to resign before the completion of the term of office, he /she will inform the secretary/chairperson
2. On acceptance, he/she will be relieved
3. A new member can be selected as per the above procedure for the remaining period of the term of office of the respective body

3.2 Procedure for selecting adjunct faculty

JSS AHER has a separate procedure for selection approval and engagement and roles and responsibilities of adjunct faculty visible at <https://www.jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM000617.pdf&FORWHAT=3> along with the proforma for empanelment of Adjunct faculty at JSS AHER.

3.3 Procedure for signing an MoU, MoA, CRA

JSS AHER has a separate procedure for selection approval and engagement and roles and responsibilities of MoU/ MoA/ CRA visible at <https://jssuni.edu.in/jssaher/global-engagement/mou-guidelines.html>

4. Authority responsible for execution of this policy

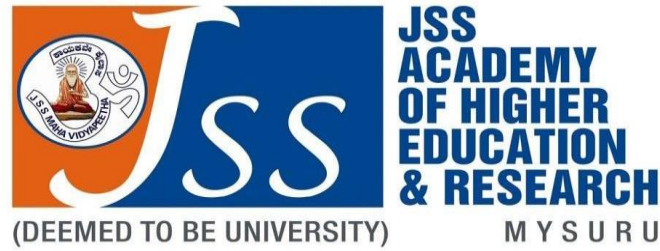
The Vice Chancellor and Registrar of JSS AHER will be responsible

5.Date of implementation

This policy will come into immediate effect from 01.01 .2016

6. Date of revision

01.01 .2020



Policy on antidiscrimination in the workplace

1. Preamble

JSS Academy of Higher Education & Research, believes in equality in workplace. Hence, the HEI has made this policy to prevent any discrimination and ensure equality.

2. Definition:

Discrimination in workplace can be in different forms; there might be a single reason or a combination of multiple grounds of discrimination. Discrimination in a workplace may constitute in form of:

1. Age
2. Sex
3. Qualification
4. Disability
5. Pregnancy
6. National origin
7. Race/ Colour
8. Religion
9. Sexual harassment
10. Equal pay or compensation
11. Region/Place of origin
12. Caste and
13. Ethnicity.

3. Procedures:

3.1 Disability

Disability discrimination occurs when an employer or an entity treats a qualified individual with disability who is an applicant or employee unfavourably due to that person being disabled. This unfavourable behaviour can be experienced during recruiting, pay, promotion, etc.

JSS Academy of Higher Education & Research has made a commitment for promoting, protecting and ensuring the rights recognised by government of India's act -The rights of Persons with disabilities Act, 2016 for **safeguarding** and **protecting** the disabled in India.

This Act under Sec. 3 mentions that 'No person with disability shall be discriminated on the grounds of disability and ensures that the person with disability enjoys the right to equality, life with dignity and respect for his/her integrity equally with others.

Under Sec. 19 and 20 there shall be non-discrimination in employment.

Under Sec. 32 of the same Act provides for reservation in higher educational institutions.

Under the Act, Sec. 34 the following categories of benchmark '**disabilities**' are protected – (a) Blindness and Low vision; (b) Deaf and hard of Hearing impairment; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (c) Autism, intellectual disability, specific learning disability and (d) Mental illness Multiple disabilities from amongst persons under clauses a to d

JSS Academy of Higher Education & Research abides by this ACT

3.2 Remuneration

Discrimination may also exist in the payment of compensation to the employee which includes salary and other benefits. JSS Academy of Higher Education & Research shall not show any such discrimination.

3.3 Principle of Equal pay for Equal work

JSS Academy of Higher Education & Research shall pay equal remuneration to men and women workers for same work or work of a similar nature as per the **Equal Remuneration Act, 1976. Section 5** of the Act and shall **prohibit** formulating a recruiting process putting women on disadvantage on account of their gender which is in reference to the work that is same or similar to that which is offered to men and even in respects of transfers and promotions.

3.4 Discrimination based on sex

Discrimination based on sex can happen when an employee or a probable candidate is discriminated on the grounds of a person belonging to a particular sex. Discrimination based on sex might be seen in the areas of recruiting, conditions of employment, promotion, benefits, dividing work tasks based on whether staffs are male or female.

Any such discrimination shall be prohibited at JSS Academy of Higher Education & Research.

Discrimination on this ground is **prohibited** by **Article 15** of the Constitution which says no citizen shall on the grounds of sex, caste, place of birth be ineligible for, or discriminated against in respect of, any employment or office.

3.5 Discrimination on the grounds of pregnancy

Discrimination can be refusal of grant of job to a women who is pregnant or dismissal of the women from the organisation subject to her disclosure of the fact of pregnancy.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.6 Discrimination based on caste

Under the Protection of Civil Rights Act, 1955 and the protection of civil rights rules 1977 if a person molests, injures, annoys, boycott, obstructs, or insults or attempt to do such act toward a person of Scheduled Caste, that person may be punished with imprisonment of term not less than one month and may extend upto six months and with fine not less than one hundred rupees and not more than five hundred rupees. If a person of Scheduled Caste faces boycott in form of not allowing that person to work or do business with other person or receive from him the services he renders, or any other things which are commonly done in ordinary course of a business is a punishable offence and he may file a FIR in the local police station.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.7 Prevention of sexual harassment of women:

JSS AHER strictly prevents, prohibits and redresses sexual harassment of women as per Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. As per this Act under Sec.4 an internal compliance committee shall be constituted for the purpose.

4. Authority

The Vice-Chancellor, Registrar & Director (Academics), HRD Section of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of this policy.

5. Date of implementation:

This policy will come into immediate effect from 16.06.2016

6. Date of revision:

16.06.2020



Research Promotion Policy

1. Preamble:

JSS Academy of Higher Education & Research has been expanding the scope of medical sciences over the years with its focus on research. Research is one of the most important methods of improving the body of knowledge of medical science. There are many people – students, post grads, faculty - who are involved in the process of doing research in medical sciences at the University. Some of the research may seem very insignificant, but the truth is that none of the research that is being done is insignificant. Research does not always identify something new, it reinforces the existing knowledge that is present.

The Deemed to be University's vision of accessible health for all is reinforced with the work that it does in conducting research to reduce the burden of disease that people face. The need for knowledge about these diseases is that it will help in preventing the diseases. Other than the prevention, the treatment of those who are suffering from these diseases will also be possible with sound research to identify the best medicines and course of treatment. The Deemed to be University believes that research, consultancy, and extension activities are integral part of the academic programs and promotion of research has been synthesized in its academics.

JSS Academy of Higher Education & Research (Deemed to be University) Internal Quality Assurance Cell Mysore, Karnataka - 570015 Policy for Research Promotion

2. The Scope and Purpose

This statement on promotion of research policy applies to all faculty, PhD scholars and students at JSS AHER.

This policy provides an overarching framework for the development and implementation of all research management

3. The Policy

The Deemed to be University will provide the 'Research Surge' by monitoring and anticipating advances in science and technology, policy developments and other changes in the healthcare environment research and education. It shall identify its established areas

of strength and the potential opportunities to translate research for scientific, social, economic, and technological development. For this the Deemed to be University has made a policy for research promotion which has defined the following actions for advancement of research at the University and its constituent colleges –

1. Engagement with nationally and internationally renowned research Institutes and universities and establish Centers of Excellence in identified research activities in the colleges/departments.
2. Partner in a collaborative spirit with industry, practitioners, patients and academia globally to help accelerate the development of research and continue to strengthen local capabilities and infrastructure that catalyzes outcome based research.
3. Systematically evaluate and, where feasible and advisable, pursue opportunities that leverage University's research strengths and capabilities in 3 scientific writing and publications and recognize individuals and institutions who exemplify themselves.
4. Allocate resources and incentivize research that will attract distinguished faculty and research scholars to develop a culture of research and help achieve national and international recognitions by getting highly acclaimed awards.
5. Establish Chairs and fellowships that can help nurture research at JSS AHER and its constituent colleges
6. Establish policies on innovation, patent, academic integrity and commercialization of technology through consultancy.
7. Comply with all legislative framework associated with conduct of research in ethical manner by following required processes and guidelines provided by JSS AHER and other agencies from time to time
8. JSS Academy of Higher Education & Research gives freedom to its faculty to choose areas of research and to speak and teach publicly about the area of their research and also publish their work for the benefit of the society.

4. Strategic Directions

To realize the above mandate JSS AHER shall take steps for promotion of research that include

- 1). Constitution of Research Coordination Council, Boards of Studies in Research, Research Advisory Committee, and Doctoral Committee.
- 2). Establishment of Special Interest Group (SIG) to promote interdisciplinary and translational research.

- 3). Creation of JSS AHER Research Fund that supports students registered for the PhD program with fellowship and young faculty with start-up grant.
- 4). The Deemed to be University shall allocate funds in its budget for promotion of research activities and research facilities.
- 5). The Ph.D. and Masters programme regulations to include publication of two research articles in peer reviewed journals before submission of Ph.D. thesis and open viva-voce.
- 6). The Deemed to be University to establish collaborations with national institutions like DRDO, IGIB, Gujarat Forensic Science University, CSIR Laboratories, and international organizations such as NIH, NCI, and other research organizations to promote research.
- 7). Organize seminars, workshops, and training programs for young faculty for submission of research projects and publications in peer reviewed journals.
- 8). Establish a Research Chair in the name of Dr. Sri Shivarathri Rajendra Mahaswamiji for advancement of research
- 9). Recognize faculty and students who have distinguished themselves in research by incentivising their efforts in the form of awards, grants, and recognitions.
- 10). Strengthen infrastructure in niche areas and evolve as centers of excellence. Some of the areas include cellular and molecular biology, regenerative medicine, herbal drugs, sustainable rural health, nanotechnology, and translational and clinical research.

JSS Academy of Higher Education & Research (JSSAHER)
Mysuru, Karnataka, India

Social Responsibility Statement

‘Touching the lives of Millions’



Proud moment

**His Holiness Swamiji-Chancellor with
Excellency Late Dr. APJ Abdul Kalam,
Former President of India**

JSSAHER’S Social Responsibility is an approach of ethical and intelligent management, which involves both its impact on its human, social and natural context, and its active role on the promotion of Sustainable Human Development of the country. Within this approach, “Sustainable Campus” is a strategy that strives to reduce the ecological footprint of the Institution via a rational use of resources and to educate the JSSAHER community on the ethics of sustainability.

JSSAHER with the legacy of more than 1000 years of its Founding organization Sri Suttur Math and the sponsoring society–JSS Mahavidyapeetha is acutely aware of its social responsibilities and is confident in stating that it already goes well beyond what is expected of an organization.

JSSAHER and its Social Responsibility

Although Corporate Social Responsibility (CSR) is a relatively new concept, JSSAHER has embraced CSR principles based on the contributions made for several decades, particularly at a local and regional level. An organisation's internal and external practices can influence their employees, customers, partners and environment in a positive manner.

This document highlights our commitment to CSR locally, regionally, nationally and internationally. The JSSAHER's vision is nurture and develops the talents of students and to create applicable knowledge in order to support social and economic advancement.

Social Responsibility is part of the JSSAHER'S Strategic plan and is important to our Institution, Faculty and students and aims at making Organizational, Cognitive, social and educational impact.

JSSAHER is committed –

1. To promote ethical standards to be adopted by students, staff and other members of JSSAHER community.
2. To raise the educational aspirations of people in the community, as well as across the country and encourage their greater participation in higher education.
3. To encourage an inclusive environment without barriers to achievement, where students and staff are highly valued, based on mutual respect.
4. To provide a Higher Education Institute campus environment and range of facilities, both educational and recreational, which are attractive, accessible and stimulating.
5. To integrate with and support the needs of our community and our region.
6. To embrace environmental responsibility and sustainable development principles, to make a positive contribution to urban regeneration and to ensure that any adverse environmental impact of our activities is minimized.

Touching the lives....

To the students

1. As a most respected Higher Education Institute in the health sciences attract students from a range of backgrounds nationally and internationally.
2. Listening and responding to the student voice, with a shared understanding of our mutual responsibilities.
3. Providing a range of student support that covers all issues including support too low-income group students.
4. Student preparation towards a responsible citizenship for a Sustainable Development.

To the staff

1. Adopt best practices in its Human Resources Management policies and Practices.
2. Assist staff to develop their full potential as members of the JSSAHER's workforce and provide opportunities for professional development.
3. Observe the fundamental tenets of human rights, safety and non-discrimination.
4. Provide fair compensation and implement minimum wages policy.
5. Involve employees in the decision-making processes, where appropriate.
6. Providing opportunities for staff to undertake projects with local communities.

To our environment

1. Ensure that the developments in JSS AHER are sustainable and do not have a negative impact on the environment.
2. Promote the concepts of the 3Rs of Reduction, Reuse and Recycling and eliminate, where possible, the use of non-degradable materials.
3. Aim for a continuous reduction of the carbon footprint of the Institution.
4. Provide equipment, training and other resources to ensure a healthy and safe environment for the students and staff.
5. Continuously work and evolve environmental improvements in the way we manage our transport, waste and energy.

To our City and our community

1. To work with the City of Mysore and regional partners to raise the health profile of the City and the Mysore and neighboring districts ; and in partnership help secure the economic, health, social and cultural regeneration of the City and region.
2. Enriching the Institution and City socially, culturally and economically, with our diverse and vibrant student population.
3. Make significant and major contributions through our Faculty to the Social Responsibility agenda including:
 - the training of the future health professional workforce
 - the ongoing support for health professionals
 - support JSS Hospital to provide access to quality healthcare at affordable costs
 - Nurture and contribute to research that impacts healthcare and health policies and makes significant contribution to national and global health.
4. Working with young people in local schools:
 - to discuss health and science and its relevance to their everyday lives
 - to inspire them to consider careers in science and health and apply to Institution in the future
 - to devise creative and fun activities to help engage them
5. By involving the public/patients in our work to improve the quality of our teaching and healthcare delivery.

Proud to be touching the lives of millions!

Being socially responsible, be it as an individual, a group, or an organization is something we believe in very strongly and it makes us proud, as a Higher Education Institution, to highlight our commitment in this area. JSSAHER is acutely aware of its responsibilities to its community, its city and its wider environment and the way it touches the 'Lives of Millions'.

JSS Academy of Higher Education & Research

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