



JSS Academy of Higher Education & Research
(JSS AHER), Mysore, India

Compendium

SDG Goal 16



SDG-16

Peace, Justice and Strong Institutions-JSS AHER

1. Introduction to the goal

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.

It consists of Significantly reduce all forms of violence and related death rates everywhere. End abuse, exploitation, trafficking, and all form of violence against and torture of children. Promote the rule of law at the national and international levels and ensure equal access to justice for all. Reduce illicit financial and arms flows, strengthen the recovery, and return of stolen assets and combat all forms or organised crime 16.6 Develop effective, accountable, and transparent institutions at all levels. Ensure responsive, inclusive, participatory, and representative decision-making at all levels. Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements. Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels. Promote and enforce non-discriminatory laws and policies for sustainable development.

We cannot hope for sustainable development without peace, stability, human rights, and effective governance, based on the rule of law. Yet our world is increasingly divided. Some regions enjoy peace, security, and prosperity, while others fall into seemingly endless cycles of conflict and violence. 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.

2. A glance at efforts

- 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 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. JSSAHER Committees supporting SDG 16



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

4. Activities conducted aligning to this goal

4.1 Academic Activities

Curriculum

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

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.

4.2 Teaching & Learning

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.

Students have the benefit of hands-on-experiential learning by solving real-time problems and issues in gender related issues of the society.

The department assesses the learning levels of the students and organizes special programmes for advanced learners and slow learners.

For slow learners-

Additional classes are taken with focused group to enhance the inter disciplinary subjects with graded assignment and additional test

For fast learners-

They are encouraged to take up extra add on course related to health sciences

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.

NPTEL courses training are encouraged by the department.



4.3 Research Activities

Publications

- Roshan K, Women Entrepreneurs In Healthcare- Unique Start Ups And Its Contribution, Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.
- Roshan K, Mahin Kousar, A study to assess health issues in India and health care women entrepreneurs in India. Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.
- Smithashree C R, Shalini Kiran, Women Entrepreneurs In Healthcare, Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.

4.4 Student Research

Students are encouraged to take up various research projects on areas such as Gender sensitization-equality and opportunities

4.5 Outreach Activities

- 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.
- In order to create awareness among staff and students, in the departmental notice boards, boys and gents hostel a notice has been displayed prominently.

Jagadguru Sri Shivarathreshwara University
JSS MEDICAL INSTITUTIONS CAMPUS & HOSTELS
 Sri Shivarathreshwara 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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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 or life imprisonment fine of 10 lakhs or more.
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 2 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	Stalking	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 victim to be in a permanent vegetative state.	20 years to life rigorous imprisonment.
376C	Sexual intercourse by a person in authority	3 to 10 years rigorous imprisonment with fine
376D	Sexual assault by gang.	20 years to life rigorous imprisonment.
376E	Repeat offenders.	imprisonment for life.

4.6 Gender sensitization-equality and opportunities

Students attended a one-day national level seminar on Gender sensitization-equality and opportunities, organised by IQAC cell and Women Welfare Committee, Maharani's Women's Commerce and Management College, 27th February 2020



4.7 Awareness movie for youth

A short movie “Shadow” was shot to address the mental health issues among youth.



A short movie on Anti ragging was shot to address the ragging issues among students.



4.8 World pharmacist day .

The purpose of the celebration was to understand and celebrate the role of pharmacist's in our society. On this day the services offered by the pharmacist were recognized and valued.



4.9 MANAGEMENT FEST:

College is considered one of the best part of student lives. In order to excel in life, students need to have good soft skills, develop their personality and be proactive, productive and passionate about whatever things they undertake Active participation in college fests gives an opportunity to students to take the initiative and grow in several directions.

5. Sports Events

Muay Thai or also referred to as '**Thai boxing**', is a combat sport of Thailand that uses stand-up striking along with various clinching techniques. This discipline is known as the "art of eight limbs" as it is characterized by the combined use of fists, elbows, knees, and shins. Mr. Darshan of MBA 1st year represented India at the Muaythai Championship at Thailand. Mr. Darshan represented Karnataka at the 8th Pro-Am National Championship 2020 held at Chennai, from 14th to 16th Feb 2020 at Chennai and secured third place in the competition. Mr. Darshan also has the distinction of representing India at Thailand and secured second place in in the Pro-Am World Championship of MTBSA.



City Muaythai fighters bag medals at National Championships



Seen are (from left - kneeling) M.S. Suhas, Akshatha Shanbhogue, Kavayashree and Mohammed Owais; (standing) Vinod Borana, S. Anand, Mohammed Ameen, Irfan, M.R. Darshan, Syed Tanveer Ahmed, Chief Jury, Kru. Vikram, Mentor and Head Coach, Rahul Nandeesh, Alauddin Khan, Ayan Sharif, R. Dinesh and Abdul Hannan.



Myuru, Mar. 5- The Muaythai fighters from the Academy of Martial Science (AMS) School of Martial Arts, secured five Silver and five Gold medals in the 8th Pro-Am National Muay Thai Championship. The winners are: M.S. Suhas - Silver in Welter weight; M.S. Suhas - Silver in Batam weight; R. Dinesh - Welter weight group 1 Champion; M.R. Darshan - Bronze in Feather weight; Abdul Hannan Majid - Silver in Light heavy weight; Vinod Borana - Heavy weight Champion; V.P. Nishanth - Bronze in Light weight; Ayan Sharif - Bronze in Middle weight; Rahul Nandeesh - Bronze in Feather weight group 1.

6. International Youth Delegation to China:

NSS volunteer Ms. Deeksha M Shetty represented JSSAHER in the youth delegation that was sent to China, by Ministry of Youth Affairs and Sports. Students were sent to China to promote mutual understanding of values and culture among youth and to develop better relationship between India and China



7. 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: 7 students from the DHSMS have availed the Arivu (Education Loan) Scheme from Government of Karnataka, amounting to Rs. 5,25,000

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: 30 students from the department have availed the NSP and SSP scholarship , amounting to Rs. 1,23,000

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.

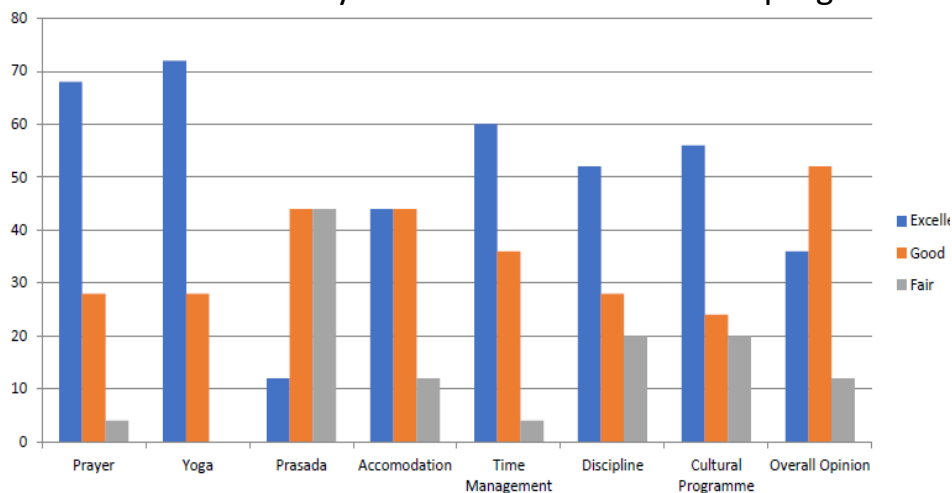
Beneficiaries: 5 students from the department have availed the Vidhyasiri (Education Loan) Scheme from Government of Karnataka, amounting to Rs. 27,500

8. Retreat for Medical Students

A Personality development workshop titled ‘Retreat for Medical Students’ was organised for Medical students. One hundred and fifty-eight students of first year MBBS, four Students from final year MBBS and one intern from JSS Medical College had registered for the camp.

Coordinators and student accommodation were provided in the guest house. 80 Boys were accommodated in Sri. Rajendra Krupa guest house and 82 Girls were accommodated at Sri. Ganalinga Shivayogi guest house. Students attended the sessions regularly. Students enjoyed all the sessions.

Feedback was taken by students at the end of the programme. The results are as follows:



70% of the students have given excellent for Prayer & Yoga session.

60% of the students have rated excellent on cultural programmes and time management.

80% of the students were happy with the accommodation and discipline.

60% of the students had mentioned that food was good.

Student's Appreciation:

1. The Serenity of Suttur Srikshetra was blissful.
2. The lectures were interesting and enlightening.
3. Dr. Vivek Jawali's talk was mind boggling & inspiring.
4. Dr. Vishweshwara's talk on Communication skills, Dr.K.R.Dakshayini talk on Inter-Personal Relationship and Army experiences shared by Dr. (Capt) G. S. Venkatesh was well appreciated.
5. Hospitality of the coordinators and staff of Suttur Srikshetra was amazing.
6. Well Planned schedule. Yoga sessions was very helpful
7. Indoor and Outdoor games gave them a fun full experience.
8. Great initiation of including cultural programme and Inculcating team spirit.
9. Experiences shared by the Speaker's will encourage them to work hard and come up in their lives.

9. Retreat for Doctors at Suttur Srikshetra

Retreat for Doctors was organized at Sri Suttur Srikshetra. Dr Thimmappa Hegde, Neurosurgeon, Narayana Hrudayalaya, Bengaluru formally inaugurated the retreat by lighting the lamp. He also delivered a guest lecture on the topic "Celebration called life", where he described the ways lead a happy and joyful life by celebrating small successes and overcoming hurdles of failures. This session was followed by divine discourse by His Holiness Sri Siddeshwara Mahaswamiji on importance of ethics and contentment in leading professional life. Dr Arathi V B, Chairperson, Vibhu Academy, Bengaluru deliberated on the topic Indian culture. She described the influence of Indian culture and heritage on quality of life among Indians and also the ways and means to preserve and secure our cultural values.

Dr Sridhar Deshmukh, Consultant, Preventive Healthcare and Therapeutic Yoga, Bengaluru delivered guest lecture on Emerging Paradigms in Wellbeing – A synthesis. In his talk he stressed on how consumption of healthy food will help us to lead a healthy and worthy life. In

the final session Sri Swami Veereshananda Saraswathi, President, Ramakrishna Vivekananda Ashrama Tumakuru delivered an insightful lecture on Doctor, Medicine and Faith – A golden triangle for wellbeing.

Along with discourses and guest lectures, sessions of Prayer at morning and evening, yoga sessions, indigenous games and cultural activities have helped the participants to rejuvenate the re-invent their minds and souls.

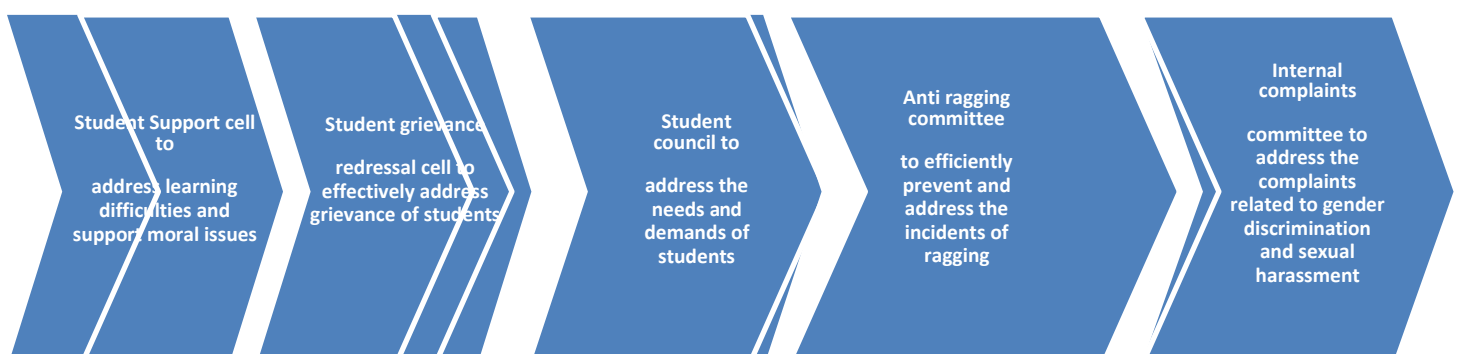
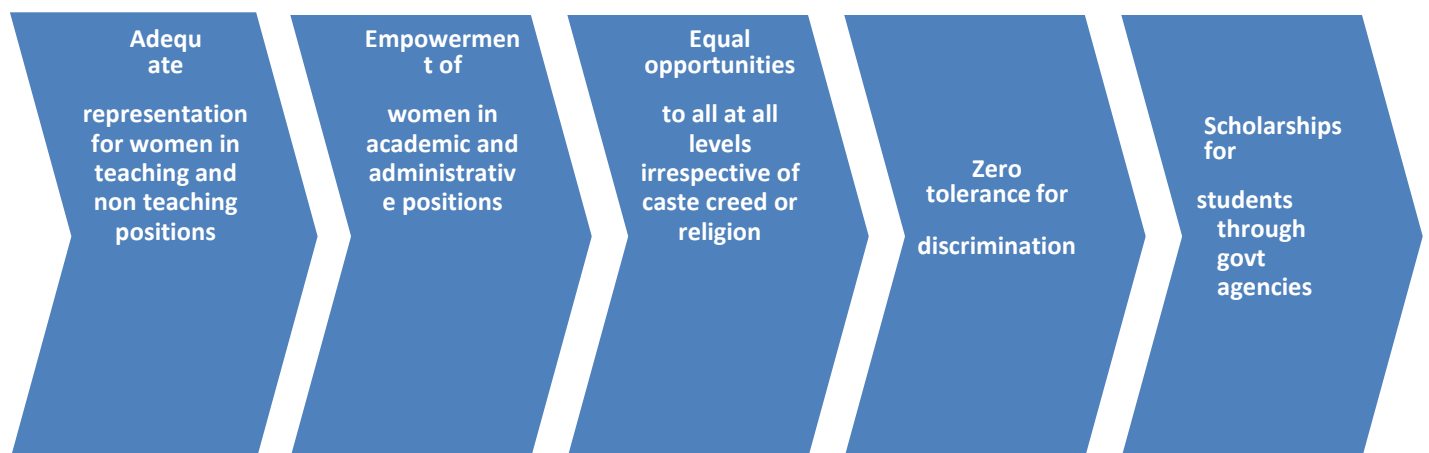
The retreat concluded with valedictory programme in divine presence of Sri Sri Swami Veereshananda Saraswathi. During this session, the participants from different places gave feedback on their experiences during the retreat. They mentioned the need of having such retreats on regular intervals for doctors, which will help them to lead a socially responsible life which is ethical, stress free, insightful, and productive.

Feedback of Resource Faculty

All the resource persons expressed that the arrangements in the retreat were excellent. Participants were happy with the retreat .



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.



10. RETREAT FOR PHARMACY, DENTAL, AYURVEDA & TECHNICAL STUDENTS

Organised by: Sri Shivarathreeswara Endowment Trust, Mysuru.

Venue: Jagadguru Sri Veerasimhasana Mahasamsthana Mutt, Suttur Srikshetra, Nanjungud Taluk, Mysuru District

Towards Achieving goal no 16 of SDG and enlightening the newly admitted students of our institution a retreat programme was organized with the divine blessings of His Holiness Jagadguru Sri Shivarathri Deshikendra Mahaswamigalavaru, and Divine blessings of Sri. Siddeshwar Swamiji of Jnana Yogashrama, Vijayapura. A Three days Retreat Programme for First year dental students was organized by the Sri Shivarathreeswara Endowment Trust, JSS Mahavidyapeetha, Mysuru at Sri Suttur Kshetra at 'Allama Prabhu Auditorium' JSS School, Suttur. A Total of 200 Participants from different institutes (Pharmacy, Dental, Ayurveda and Technical Institutions), 7 coordinators/ staff members were participated in the Programme. From the JSS College of Pharmacy Mysuru & Ooty 50 Student and 4 coordinators/staff were participated in the Programme.

Participants: JSS Dental College and Hospital: Boys: 13 Girls: 32

Speakers:

Sl. No	Name/designation/place	Topic
1	Swami Santhivathanandaji Sri Ramakrishna Ashrama, Mysuru	Youth's Role in Nation-Building
2	Dr. D.S. Guru Dept. of Computer Science University of Mysore	Life Values
3	Sri R.A. Chethan Ram Managing Trustee Parivarthana School, Srirangapatna	Leadership Qualities
4	Sri Harish Kodandera IDENTAL, Vijayanagar, Mysuru	Lifes kills to Manage Complexities in the Business World
5	Sri Siddheshwara Mahaswamiji	Discourse
6	Prof. M. Krishnegowda Former Principal St. Philomena's College, Mysuru	Communication & Humour
7	Dr. Shivaraj Patil Chief Medical Officer Yoga & Naturopathy Hospital Soukhyavana Pareeka, Udup	Healing with Psychosomatic Food
8	Sri Subhash FACE Institution Trainer Mysuru	Team Work and Team Building

Feedback:

All Participants have given a positive feedback on retreat. Participants were very happy with all the activities like prayer, yoga, lectures delivered by the speakers. They were happy with accommodation provided and food menu and retreat venue. Few participants have expressed that they are interested and happy to participate if they are given opportunity to take part in the upcoming retreat programme.

Speaker's feedback: Speakers were happy with the venue of retreat, and student participation



11.JSS AHER Committees

The following Committees have been constituted to oversee achieving excellence in Academics in JSS Academy of Higher Education & Research and also to provide an excellent work and study environment conducive to Pedagogical innovation and Academic Excellence.

JSS AHER COMMITTEES	
<u>JSS AHER Anti-Ragging Committee</u>	
<u>JSS AHER Grievance Redressal Committee</u>	
<u>JSS AHER Prevention of Sexual and Gender Harassment Committee</u>	
<u>Minutes of the 8th Prevention, Prohibition & Redressal of Sexual Harassment Committee of JSS AHER</u>	

<https://www.jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MID=11007&CID=0&PID=10001>

6.1 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

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
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, Vijayanagar 1st Stage Mysuru - 570 017	Member (NGO)	9448465436 ytmadhu@yahoo.com
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	Member	9845128274 mnsumana@yahoo.com

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
	JSS Medical College Warden JSS Medical College Women's Hostel		
16	Dr. Sunil Kumar B B Associate Professor of Surgery JSS Medical College Mysuru - 570015	Member	9880228429 drsunilbb@yahoo.com
17	Mr. Mahendran. B Lecturer Dept. of Pharmaceutics Warden JSS College of Pharmacy, Mysuru.	Member	8197930467 bmahendran@jssuni.edu.in
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
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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

SL.NO	NAME / DESIGNATION	POSITION	MOBILE NO. & E-MAIL
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

6.2 Grievance Redressal Committee & Internal Complaint 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

6.3 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 Phramaceutical Chemistry, Jss College of Pharmacy, Ooty	Member	94421111
7	MRS. N PALLAVI Asst. Prof. Dept., of Water & Health, Fauclty 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

JSSAHER ensure responsive, inclusive, participatory, and representative decision-making at all levels.

The faculty members and students are involving in various committes such as hostel, purchase, library academic council, board of study etc.,in both colleges and University for ensuring the policy decision at all levels.

12.Vidyasiri scholarship fund from Government of Karnataka

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**

13.Code of Conduct

Code of conduct has been developed and adopted to express the guidelines for the conduct of all employees and students at 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 demeanour 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.

14. Gender sensitization

The orientation programme on Redressed of sexual harassment and gender sensitization was conducted 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.



15. Tobacco free campus, free from smoke throughout the campus.



Smoke Free Campus Policy

Preamble

JSS Academy of Higher Education & Research (JSSAHER) holds interest in protecting employees and students from smoke exposure, and to provide awareness on negative health consequences due to smoking. A smoke free campus protects all members of JSSAHER from any smoke exposure. JSSAHER prohibits smoking at all campuses and vehicles. Smoking of any tobacco substance, including electronic smoking devices, is strictly prohibited in all indoor and outdoor spaces, including parking lots or areas owned, regulated, or controlled by JSSAHER.

Requirement

JSSAHER provides an environment that promotes the health, well-being, and safety of all students, faculty, staff, and visitors. In addition to causing direct health hazards, smoking contributes to incidents of fire damage, additional cleaning and maintenance costs, and employee absenteeism.

Procedures

- This policy applies to all members of JSSAHER. This includes staff, students, alumni, volunteers, contractors, visitors, and anyone entering the campus and vehicle. All are expected to adhere to this policy and the applicable procedures.
- Event organizers are responsible for communicating this policy to event attendees.
- The policy applies to all facilities and all vehicles, whether owned, leased, or rented by JSSAHER.
- Awareness is important to this policy's effective implementation. This effort calls for respect and cooperation by all members of JSSAHER.
- It is also the responsibility of heads of the institutions to communicate this policy to employees and volunteers.

- Visitors, guests, volunteers, trainees, vendors, contractors, and supplemental staff employed through contract agencies, must be made aware of, and are expected to adhere to, this smoke free policy.
- Notice of this policy should be included in contracts when applicable.
- Human Resources will incorporate the policy into new employee orientation training programs.
- A comprehensive education and outreach campaign, including resources and referrals related to cessation, will be made available.
- The sale and advertising of tobacco, tobacco-related products, electronic smoking devices, and products related to electronic smoking devices are prohibited at all controlled properties except for advertising included in newspapers, magazines, or other written materials not authored by JSSAHER members that are sold, bought, or distributed on our property .
- Enforcement will first be educational, and include an emphasis on providing referrals to cessation resources. Non-compliance will be handled through our established personnel policies, the Standards of Conduct, and enforcement protocol prescribed in this policy.
- There will be no reprisal against anyone seeking assistance in enforcing this policy.
- Research involving smoking, for educational or clinical purposes, may proceed upon review and written approval by appropriate research protocol committees.
- Violations of this policy in most instances will be first addressed using standard educational methods, and thereafter by the following corrective measures.
- Non-compliance may be addressed by actions progressing into personnel action and fines.

Authorities enforcing the policy

Vice Chancellor and Registrar of JSS Academy of Higher Education & Research.

Effective date

01.10.2016

Revised date

01.10.2019

16.JSSAHER Broadens and strengthens the participation of developing countries in the institutions of global governance.

Dr.B . Suresh ,Pro Chancellor is the President of Pharmacy Council of India, the statutory body regulating the pharmacy education and profession in India. He was also the Chairman of the Scientific Body of Indian Pharmacopoeia Commission which is responsible for setting of standards for pharmaceutical substances and formulations. The Leadership provided by Dr B Suresh at the Pharmacy Council of India has resulted in bringing about a paradigm shift in Pharmacy Education and Profession in India. The council had been able to bring out several pathbreaking regulations that helped enhance the standards and quality of Pharmacy Education and Profession in the country. He pioneered the cause of promoting “Pharmacy Practice” concept in India and has the unique honour of having introduced postgraduate programme in “Pharmacy Practice” and “Pharm D” programmes in India and continues to strive to uplift this facet of pharmacy profession by closely working with other global leaders. **Dr Suresh is also the delegate member of the United States Pharmacopeia Convention, USA and International commissioner of Accreditation Council of Pharmacy Education, ACPE, USA. He is also the Executive Member of the Commonwealth Pharmacists Association (CPA). The Scientific committee on problems of the Environment (SCOPE) which is a part of the International council for Science and works closely with UN organisations such as UNESCO and UNEP, has elected Dr Suresh as is executive committee member. He was also the past President of Asian Association of Schools of Pharmacy and Chairman of the Education Section of the Federation of Asian Pharmaceutical Association.** He is the past President of the Indian Pharmaceutical Association and was responsible for the drafting of Pharmavision 2020.

17.JSSAHER Strengthens relevant national institutions, including through international cooperation, for building capacity at all levels, in developing countries, to prevent violence.

JSSAHER has 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.



APPLICATION FORM
(Registration Extension)



2604187068T0

Application ID No. 2604187068T0 Appointment Date 27/04/2018

FOR OFFICE USE ONLY

Reg. No. S 0 1 6 K E N 2 9 1 8

Personal Details

Surname MENGINE
Given Name DENIS DICKSON MINGATE
Sex Male Date of Birth 17/06/1987 Height (in cm) 178
Age as on today Year(s) 30 Month(s) 10 Day(s) 9
Place of Birth KISII, KISII, KENYA
Father's Name DICKSON
Mother's Name RACHEAL
Spouse's Name NA
Religion CHRISTIAN Any Identification mark(s) preferably visible SCAR ON RIGHT ELBOW



Present nationality KENYA Previous nationality
Manner of acquiring present nationality Birth
Date of acquiring present nationality 17/06/1987
Whether holding dual nationality? If yes, provide the following:-
NO
Name of the country of second nationality
Passport No. of second country
Date of Issue
Date of Expiry
Whether travelled on this passport earlier to India

Whether person of Indian Origin NO

Address of last residence (Outside India)

Address PO BOX 1472
City KISII Country KENYA

Address intended for longer stay in India (Registration)

Address NO 143 H2, ELK HILL ROAD, DAVIS DALE
City/District NILGIRIS State TAMIL NADU
Pin Code 643001
Phone Number Mobile Number 8489983600

Any Other Address in India

Address
City/ District State
Pin Code
Phone Number Mobile Number

Email/Occupation/Profession Details

E-Mail Id desmmcja@gmail.com
Profession/Occupation RESEARCHER

Passport Details

Passport Number A2561677 Place of Issue KENYA, NAIROBI
Date of Issue 07/02/2017 Expiry Date 07/02/2027

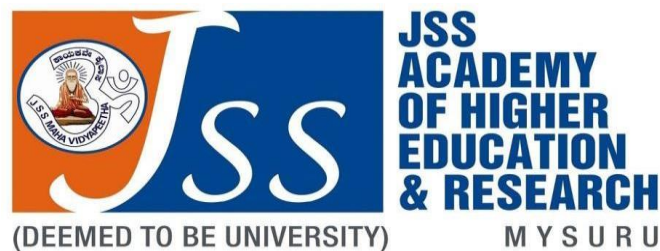
Visa Details

Visa Number VJ3889083 Place of Issue KENYA, NAIROBI
Date of Issue 17/10/2014 Expiry Date 16/10/2018
Valid For Multiple Entry Visa Type RESEARCH OR TRAINING VISA

Organization/Company/Institute/Hospital Details

Assisting the visa of an immigrant student.

18.JSSAHER Promotes and enforce non-discriminatory laws and policies for sustainable development.



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

Peaceful, just and inclusive societies are necessary to achieve the Sustainable Development Goals (SDGs). People everywhere need to be free of fear from all forms of violence and feel safe as they go about their lives whatever their ethnicity, faith or sexual orientation. In order to advance the SDGs we need effective and inclusive public institutions that can deliver quality education and healthcare, fair economic policies and inclusive environmental protection.

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 are being provided with all support including anti-ragging, anti sexual harassment, and other personal issues. The Management practices transparent functioning to safeguard its employees providing justice. Importantly, students are trained to lead a peaceful life and set examples for other students and the public.



Students of Faculty of Life Sciences participated in the Peace Summit of Emerging Leaders held at Bangkok, Thailand. The theme of the Conference was "TOGETHER FOR PEACE". Such activities demonstrate the interest of the institute in teaching the students about the importance of peace and justice and train them to practice throughout life.

MEETING NOTICE

**Sub: - Meeting on Prevention, Prohibition & Redressal of
Sexual Harassment Committee - Reg.**

This is to inform you that the meeting on Prevention, Prohibition and Redressal of Sexual Harassment is convened **at 4 PM on 12.08.2019** at Board Room, JSS AHER, Mysuru for discussing the

- a) Confirmation of the minutes of the meeting held on 20.12.2018
- b) Composition of ICC and its activities.

Further, you are also requested to take necessary actions if any and to submit the action taken report to the committee.

Meanwhile, you may also submit the fresh agenda / proposal required to be discussed in the committee for taking decision on it.

Kindly, make it convenient to attend the meeting.


REGISTRAR

To,

1. Dr. M N Suma, Prof. & HOD Dept. of Bio-Chemistry, JSS Medical College, Mysuru
2. Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, Mysuru
3. Professor Shivananda Bharathi, JSS Law College, Mysuru
4. Smt. M S Kokila, Dy. Registrar (Sr. Grade), GAD, JSS University, Mysuru
5. Dr. Divya Rao B J, Asst. Prof. Dept., of HSMS, JSS University, Mysuru
6. Dr. M N Naganandini, Asst. Prof. JSS College of Pharmacy, Mysuru
7. Dr. B Gowramma, Asst. Prof. Dept., of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty
8. Mrs. N Pallavi, Asst. Prof. Dept., of Water and Health, Faculty of Life Sciences, JSS University, Mysuru
9. Smt. S Sumithra, Computer Programmer, JSS Dental College & Hospital, Mysuru
10. Office copy

MEETING NOTICE

**Sub: - Meeting on Prevention, Prohibition & Redressal of
Sexual Harassment Committee – Reg.**

This is to inform you that the meeting on Prevention, Prohibition and Redressal of Sexual Harassment is convened at **11.30 AM on 30.12.2019** at Board Room, JSS AHER, Mysuru for discussing the

- a) Confirmation of the minutes of the meeting held on 12.08.2019
- b) Annual return / report on cases of sexual harassment.

Further, you are also requested to take necessary actions if any and to submit the fresh agenda / proposal required to be discussed in the committee for taking decision on it.

Kindly, make it convenient to attend the meeting.


REGISTRAR

To,

1. Dr. M N Suma, Prof. & HOD Dept. of Bio-Chemistry, JSS Medical College, Mysuru
2. Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, Mysuru
3. Professor Shivananda Bharathi, JSS Law College, Mysuru
4. Smt. M S Kokila, Dy. Registrar (Sr. Grade), GAD, JSS University, Mysuru
5. Dr. Divya Rao B J, Asst. Prof. Dept., of HSMS, JSS University, Mysuru
6. Dr. B Gowramma, Asst. Prof. Dept., of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty
7. Mrs. N Pallavi, Asst. Prof. Dept., of Water and Health, Faculty of Life Sciences, JSS University, Mysuru
8. Smt. S Sumithra, Computer Programmer, JSS Dental College & Hospital, Mysuru
9. Office copy

No.:

Date: 21.05.2020

Sub: - Internal Complaints Committee (ICC)- Reg.

- Ref: -** 1. Or. No.: JSSU/REG/WCW/26/2011-12, dt 27.03.2014
2. Or. No.: JSSU/REG/WCW/26/2017-18, dt 13.03.2017
3. Or. No.: JSSU/REG/WCW/26/2017-18, dt 23.10.2017

In continuation to this office notification referred, the existing term of the committee / cell constituted to address the complaints of sexual harassment and violence against women in the university / college is hereby extended till 31.12.2020 or further orders due COVID - 19 pandemic situation and shall be re-constituted with new committee / cell members.


REGISTRAR

To,

1. Dr. M N Suma, Vice - Principal, JSS Medical College, Mysuru (Chairperson)
2. Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, Mysuru
3. Professor Shivananda Bharathi, JSS Law College, Mysuru
4. Smt. M S Kokila, Dy. Registrar, JSS University, Mysuru (Member Secretary)
5. Smt. S Sumithra, Computer Programmer, JSS Dental College & Hospital, Mysuru
6. Dr. Divya Rao B J, Asst. Prof. Dept., of Health System Management Studies, JSSAHER, Mysuru
7. Dr. M N Naganandini, Asst. Prof, JSS College of Pharmacy, Mysuru
8. Dr. B Gowramma, Asst. Prof. Dept., of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty
9. Dr. N Pallavi, Asst. Prof. Dept., of Water and Health , Faculty of Life Sciences, JSSAHER, Mysuru
10. Office copy

SAFETY ASPECTS OF WOMEN IN JSSAHER

JSSAHER had constituted the “Prevention, Prohibition and Redressal of Sexual Harassment” committee for the safety of staff at workplace and for the students. However, presently the nomenclature of the committee was renamed as “Internal Complaints Committee” (ICC) on Sexual Harassment / Gender Sensitization at workplace.

The ICC is envisaged to prevent discrimination and to promote gender equality among students and employees. The committee accepts / receive the complaints from a distressed men / woman and to enquire about the redressal duly recommending its employer on the actions to be initiated on such complaints made.

To create awareness among the staff and students, the details of the ICC members is displayed in the Notice Board, through signages in the Campus.



Prevention of Sexual Harassment Committee awareness

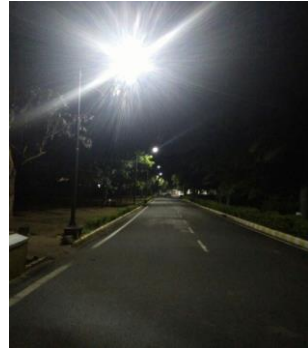
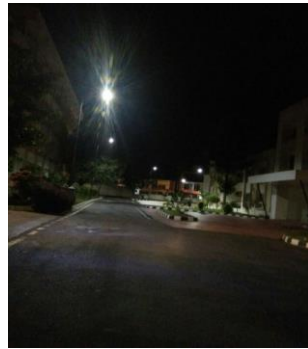


- a) Details of JSSAHER Committee
- b) Various PPT's presented in the orientation / awareness programs
- c) Reports on orientation / awareness programs

1. Detail on Security Services.

- a) **Security Agreement:** JSSAHER is availing security services from M/s. Classic Protection Force Pvt., Ltd., at Mysuru and M/s. Supreme Security Solutions at Ooty. Security personnel's work round the clock 24 x 7 with a combination of male and female security personnel's as per the requirement. Security work will be monitored through CCTV, and through whats app group on daily basis to ensure vigilance.
- b) **CCTV Surveillance** JSSAHER is having **more than 300+** of CCTV surveillance installed **no's** (*Mysuru campus – 219 no's. + Ooty Campus - 90 no's*) to ensure the safety and security round the clock. Almost all the CCTV cameras will have around **one month back up.**
- c) **High Raised Compound** – all the campuses of JSS AHER are having full protected with High Raised Compound and gated with security check point. Photos
- d) **Proper / LED Lightnings:** All the institutions campus of JSSAHE&R at Mysuru and Ooty are provided with LED lightnings to promote security in the campus and to increase the quality of life by artificially extending the hours in which it is light and for the safety of hostel students.





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