





- **Prevention and Resolution of Campus Ragging/Bullying:** The institution acknowledges that all employees and students have the right to work and study in an environment free from bullying. The college has a duty of care to all members of its community and violence, aggression and bullying are unacceptable. A workplace situation may be identified as bullying if an employee or employees are harmed, intimidated, threatened, victimized, undermined, offended, degraded, or humiliated, whether alone or in front of other employees, students or visitors to the university.
- **Sexual Harassment** Sexual harassment is unwelcome, unsolicited and unreciprocated person conduct with a sexual component which offends, intimidates, embarrasses or humiliates.
- **Academic Freedom** Academic freedom is recognized and protected by college as essential to proper conduct of teaching, research and scholarship. Freedom of intellectual thought and enquiry and open exchange of ideas and evidence are a college core value.
- **All members of the Institution must act lawfully, comply with all relevant legislative and industrial requirements, act within their delegations of authority, and comply with college policies.**
- **Confidentiality** Staff members who have access to official / University college documentation and information must take care to maintain the integrity, confidentiality and privacy of such information to protect any individual concerned. Members of the college should also undertake to maintain privacy of oral communications where that has been requested.
- **Personal and Professional Responsibility**
  - a. **Fraud and Corruption:** The University /college Policy on Fraud and Corruption, in conjunction with the Guidelines for Dealing with Fraud and Corruption at Swarnim Startup & Innovation University, clarifies the responsibilities of all college staff in creating an honest, ethical and professional workplace, and outlines the requirements and

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b. **Ethical Conduct of Research:** Swarnim Startup & Innovation University expects all those engaged in research to observe high ethical standards in the conduct of that research and, when relevant, to comply with the obligations imposed by the codes of practice as outlined by the University and other relevant funding bodies. Ethical clearances must be gained where appropriate.

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- **FUNCTIONS:**

Code of conduct of Swarnim Startup & Innovation University clarifies institute's mission, vision and principles, linking them with standards of professional conduct. The code articulates the values the organization wishes to foster in its administrators, staff, students and other employees and, in doing so, defines desired behaviour.

- **FUNCTIONS OF THE CELL:**

1. To built self-esteem and dignity among girl students and ladies faculty members.
2. To offer service such as counseling, legal aid in case of atrocities against women.
3. To create awareness regarding women rights.
4. To avoid and prohibit sexual harassment at workplace.
5. To arrange programs regarding health, personality development etc.

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