



SWARNNIM STARTUP & INNOVATION UNIVERSITY

CODE OF ETHICS POLICY

Introduction

Swarnnim Startup & Innovation University (SSIU) is committed to maintaining high standards of ethical behavior and integrity. Our Code of Ethics Policy outlines the fundamental principles that guide all members of the university community, including faculty, staff, students, and partners, in their academic, professional, and personal conduct. It reflects our commitment to creating a respectful, innovative, and responsible environment for learning, teaching, research, and entrepreneurship.

Purpose

The purpose of this Code of Ethics Policy is to:

- Ensure that all members of the university act in accordance with the highest ethical standards.
- Promote a culture of honesty, integrity, and transparency.
- Encourage the responsible conduct of teaching, research, and innovation.
- Define acceptable standards of behavior and create accountability for unethical actions.

Scope

This policy applies to:

- All faculty, staff, and students of SSIU.
- External partners, including vendors, contractors, and individuals involved in university-related activities.

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Core Ethical Principles

1. Integrity and Honesty

Members of SSIU are expected to conduct themselves with honesty and integrity in all academic, research, and professional activities. Misrepresentation, falsification, and deceit in any form are unacceptable.

- Academic Integrity: Students and faculty must uphold academic honesty by avoiding plagiarism, cheating, and the fabrication or manipulation of data.
- Transparency: All academic and administrative activities should be conducted openly and transparently, with accurate information shared with relevant stakeholders.

2. Respect and Fair Treatment

The university community must treat each other with respect, regardless of position, background, or personal beliefs. Discrimination, harassment, and bullying of any kind will not be tolerated.

- Equal Opportunity: All students, faculty, and staff have the right to fair treatment and access to opportunities, regardless of race, gender, religion, age, disability, or sexual orientation.
- Diversity and Inclusion: The university values diversity and fosters an inclusive environment where every individual can contribute to the community without fear of discrimination or bias.

3. Accountability

Members of SSIU are accountable for their actions and decisions. They are expected to take responsibility for the consequences of their actions, both positive and negative.

- Compliance with Laws and Regulations: All members must abide by the laws, rules, and regulations governing the university and any external entities related to SSIU.
- Adherence to Policies: Students, faculty, and staff must adhere to university policies, including those on attendance, academic performance, research ethics, and campus safety.

4. Confidentiality and Privacy

SSIU is committed to safeguarding personal and institutional information. Members must respect the confidentiality of sensitive information and ensure that privacy is maintained.

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- Student and Staff Records: Personal data of students, faculty, and staff must be protected and shared only with authorized individuals.

- Research Confidentiality: Researchers must protect the confidentiality of research subjects and respect intellectual property rights.

5. Professionalism and Responsibility

All members of SSIU are expected to maintain high levels of professionalism in their conduct.

- Faculty and Staff Conduct: Faculty and staff are expected to model ethical behavior for students by demonstrating professionalism in teaching, mentoring, and decision-making.

- Conflict of Interest: Any potential conflicts of interest, such as relationships that may affect academic decisions or financial interests that may compromise objectivity, must be disclosed and managed appropriately.

- Use of University Resources: University resources, including facilities, technology, and funding, should be used responsibly and for their intended purposes.

6. Commitment to Research and Innovation Ethics

SSIU is dedicated to promoting ethical research and innovation.

- Research Integrity: Researchers must ensure that their work is conducted in an ethical manner, with respect for human subjects, animals, and the environment.

- Intellectual Property: Intellectual property generated through research and innovation at SSIU must be respected, with proper credit given to creators and inventors.

- Startup and Entrepreneurship Ethics: SSIU supports innovation through startups, but entrepreneurship must be conducted with integrity, honesty, and fairness. Intellectual property rights, non-disclosure agreements, and financial obligations must be honored.

7. Social Responsibility and Sustainability

SSIU recognizes its responsibility to contribute positively to society and promote sustainability. Members must conduct their activities in ways that are socially responsible and environmentally sustainable.

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- Environmental Stewardship: All members are expected to reduce the environmental impact of their activities and contribute to the sustainability of the campus and community.
- Community Engagement: The university encourages students, faculty, and staff to engage with the local community in meaningful ways that promote social justice, education, and welfare.

Reporting and Addressing Violations

1. Reporting Mechanism

Any member of the SSIU community who observes or becomes aware of unethical behavior or violations of this Code of Ethics is encouraged to report such incidents to the Ethics Committee or the designated office (e.g., HR Department, Dean's Office). Reports may be made anonymously.

2. Investigation Process

The university will investigate all reported violations of the Code of Ethics in a fair and confidential manner. The Ethics Committee will oversee the investigation and ensure that due process is followed.

3. Consequences of Violations

Any violation of this policy may result in disciplinary action, including but not limited to warnings, suspension, expulsion (for students), or termination of employment (for staff and faculty). The specific consequences will depend on the severity of the violation.

4. Protection from Retaliation

SSIU is committed to protecting individuals who report unethical behavior in good faith from retaliation. Any form of retaliation against whistleblowers will be subject to disciplinary action.

Conclusion

Swarnnim Startup & Innovation University is dedicated to fostering an environment of ethical behavior, integrity, and respect. This Code of Ethics serves as a guide for all members of the university community in maintaining the high standards of conduct expected at SSIU. Upholding these values will contribute to the university's mission of innovation, entrepreneurship, and academic excellence.

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