

CODE OF CONDUCT FOR TEACHERS

The quintessential Code of Conduct for teachers as laid down in the Delhi Education Act & Rules 1973 is:

- (A) No teacher shall
- 1) Knowingly or willfully neglect his duties;
 - 2) Propagate through his teaching lessons or otherwise, communal or sectarian outlook, or incite or allow any student to indulge in communal or sectarian activity;
 - 3) Discriminate against any student on the ground of caste, creed, language, place of origin, social and cultural background or any of them;
 - 4) Indulge in, or encourage, any form of malpractice connected with examination or any other school activity;
 - 5) Show persistent neglect in correcting class-work or home-work done by students;
 - 6) While being present in the school, absent himself (except with the previous permission of the head of the school) from the class which he is required to attend;
 - 7) Remain absent from the school without leave or without the previous permission of the head of the school; provided that where such absence without leave or without the previous permission of the head of the school is due to reasons beyond the control of the teacher. It shall not be deemed to be a breach of the code of conduct, if, on return to duty, the teacher has applied for and obtained, ex post facto, the necessary sanction for the leave.
 - 8) Accept any job of a remunerative character from any source other than the school or give private tuition to any student or other person or engage in any business;
 - 9) Prepare or publish any book, commonly known as keys, or assist, whether directly or indirectly in its publication;
 - 10) Act as a selling agent or canvasser for any publishing firm or trader;
 - 11) Ask for or accept (except with the previous sanction of the managing committee) any contribution or otherwise be associated with the raising of any funds or making any other collection, whether in cash or in kind, in pursuance of any object whatsoever, except subscription from the members of any association of teachers;
 - 12) Enter into any monetary transactions with any student or parent nor exploit his influence for personal ends nor incur a debt beyond his means to repay;
 - 13) Accept, or permit any member of his family or any other person acting on his behalf to accept, any gift from any student, parent or any person with whom he has come into contact by virtue of his position in the school.

Explanation: - The expression "gift" shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relation or personal friend having no dealings with him in connection with the school.

Note: A Casual meal, lift or other social hospitality of a casual nature shall not be considered a gift.

On occasions, such as a wedding, anniversary, funeral or religious function when the making of a gift is in conformity with the prevailing religious or social practice, a teacher may accept gift if the value thereof does not exceed Rs 2000 (Rupees Two thousand only).

- 14) practice or incite any student to practice, caste or, communal discrimination or untouchability;
- 15) cause or incite any other person to cause, any damage to school property;
- 16) behave, or encourage or incite any student, teacher or other employee to behave, in a rowdy or disorderly manner in the school premises;
- 17) be guilty of or encourage violence or any conduct which involves moral turpitude;
- 18) be guilty of misbehavior or cruelty towards any parent, guardian, student, teacher or other employee of the school;
- 19) organise or attend any meeting during the school hours except where he is required, or permitted by the head of the school to do so;
- 20) every teacher shall –
 - i) Be punctual in attendance and in respect of his classwork and also for any other work connected with the duties assigned to him by the head of the school;
 - ii) Abide by the rules and regulations of the school and also show due respect to the constituted authority.
- 21) Practice of sexual harassment, physical or verbal in any form, indecent or objectionable sexual advances are liable to severe disciplinary action
 - (B) Nothing contained in sub-rule (A) shall be deemed to take away or abridge the right of a teacher –
 - i) to appear at any examination to improve his qualifications;
 - ii) to become or to continue to be a member of any literary, scientific or professional organisation;
 - iii) 'to make any representation for the redressal of any bonafide grievance, subject to the condition that such representation is made through proper channel and in a civil and dignified manner
 - iv) To organise or attend any meeting outside the school hours, subject to the condition that such meeting is held outside the school premises;

Provided that where any teachers' organisation or association does not have any facility to hold any meeting outside the school premises, a meeting of such organisation or association, for the bonafide purposes, may be held within the premises but before or after the school hours, with the previous permission of the head of the school.

- (C) The breach of any condition specified in sub-rule (1) shall be deemed to be a breach of the Code of Conduct

Code of Conduct for other employees: The Code of Conduct specified for teacher shall, so far as may be, apply to other employees of Bal Bharati Public Schools