



STUDENTS' HANDBOOK ON CODE OF ETHICS AND CONDUCT ALONG WITH STANDARD PROCEDURES

I. PREAMBLE

This handbook on code of ethics and conduct indicates the standard practices and procedures of the Balaji Law College for all students enrolling with the institute for pursuing varied courses. All students must know that it is incumbent upon them to abide by this Code of Ethics and Conduct (hereinafter referred to as the "Code") and the rights, responsibilities including the restrictions flowing from it.

The institute's endeavor by means of enforcing this Code is to pioneer and administer a student discipline process that is unbiased, impartial, meticulous, effectual and expeditious: and providing a system which promotes student growth through individual and collective responsibility. All Students are requested to be well conversant with this Code, which can be also reviewed on the official website of the Institute.

2. JURISDICTION

2.1 The Institute shall have the jurisdiction over the conduct of the students associated or enrolled with the Institute and to take cognizance of all acts of misconduct including incidents of ragging or otherwise which are taking place on the Institute campus or in connection with the Institute related activities and functions.

2.2 Institute may also exercise jurisdiction over conduct which occurs off-campus violating the ideal student conduct and discipline as laid down in this Policy and other regulations, as if the conduct has occurred on campus which shall include;

- a) Any violations of the Institute's Policy on Prevention, Prohibition & Redressal of Sexual Harassment against any person in the Institute including other students of the Institute.
- b) Physical assault, threats of violence, or conduct that threatens the health or safety of any person including other students of the Institute.
- c) Possession or use of weapons, explosives, or destructive devices on or off campus.
- d) Manufacture, sale, or distribution of prohibited drugs, alcohol etc.
- e) Conduct which has a negative impact or constitutes a nuisance to members of the surrounding off-campus (local) community.

While determining whether or not to exercise such off-campus jurisdiction in situations enumerated hereinabove, the Institute shall consider the seriousness of the alleged offense, the risk of harm involved, whether the victim(s) are members of the campus community and/or whether the off campus conduct is part of a series of actions, which occurred both on and off-campus.

3. ETHICS AND CONDUCT

3.1 This Code shall apply to all kinds of conduct of students that occurs on the Institute premises including in University sponsored activities, functions hosted by other recognized student organizations and any off-campus conduct that has or may have serious consequences or adverse impact on the Institute's Interests or reputation.

3.2 At the time of admission, each student must sign a statement accepting this Code and by giving an undertaking that

- a) He/she shall be regular and must complete his/her studies in the Institute.
- b) He/she shall meticulously follow the institute's dress code throughout the year without any excuses.
- c) In the event, a student is forced to discontinue studies for any legitimate reason, such a student may be relieved from the Institute subject to written consent of the Principal/Campus Director.

d) As a result of such relieving, the student shall be required to clear pending dues and if a student had joined the Institute on a scholarship, the said grant shall be revoked.

3.3 Institute believes in promoting a safe and efficient climate by enforcing behavioral standards. All students must uphold academic integrity, respect all persons and their rights and property and safety of others; etc.

3.4 All students must deter from indulging in any and all forms of misconduct including partaking in any activity off-campus which can affect the institute's interests and reputation substantially.

The various forms of misconduct include:

3.4.1 Any act of discrimination (physical or verbal conduct) based on an individual's gender, caste, race, religion or religious beliefs, colour, region, language, disability, or sexual orientation, marital or family status, physical or mental disability, gender identity, etc.

3.4.2 Intentionally damaging or destroying the institute's property or property of other students and/or faculty/staff members

3.4.3 Any disruptive activity in a class room or in an event sponsored by the Institute.

3.4.4 Unable to produce the identity card, issued by the Institute, or refusing to produce it on demand by campus security guards

3.4.5 Using the institute's lift/s.

3.5 All students must deter from participating in activities which include:

3.5.1 Organizing meetings and processions without permission from the Institute.

3.5.2 Accepting membership of religious or terrorist groups banned by the Institute/Government of Maharashtra and/or India.

3.5.3 Unauthorized possession, carrying or use of any weapon, ammunition, explosives, or potential weapons, fireworks, contrary to law or policy.

3.5.4 Unauthorized possession or use of harmful chemicals and banned drugs.

3.5.5 Smoking or consuming any tobacco products/Gutkhas/Chewing-gum on the campus of the Institute.

3.5.6 Possessing, consuming, distributing, selling of any kind of alcohol in the Institute and/or throwing empty bottles on the campus of the institute.

3.5.7 Parking a vehicle in a no parking zone or in area earmarked for parking other type of vehicles.

3.5.8 Driving two wheelers without helmet or rash driving or on the campus that may cause any inconvenience to others.

3.5.9 Not disclosing a pre-existing health condition, either physical or psychological, to the Chief Medical Officer which may cause hindrance to the academic progress.

3.5.10 Theft or unauthorized access to others' resources.

3.5.11 Misbehaviour during any activity of the Institute.

3.5.12 Engaging in disorderly, lewd, or indecent conduct, including, but not limited to creating unreasonable noise; spitting, writing on walls/benches, pushing and shoving, inciting or participating in a riot or group disruption at the Institute.

3.6 Students are expected not to interact on behalf of the Institute with media representatives or invite media persons on to the campus without the permission of the Institute authorities.

3.7 Students are not permitted to either audio or video record lectures in class rooms or actions of other students, faculty, or staff without prior permission.

3.8 Students are not permitted to provide audio and video clippings of any activity on the campus to media without prior permission.

3.9 Students are expected to use the social media carefully and responsibly. They cannot post derogatory comments about other individuals from the Institute on the social media or indulging in any such related activities having grave ramifications on the reputation of the Institute.

3.10 Theft or abuse of the Institute's computers and/or other electronic/electrical resources such as fans, tube lights and electronic communications facilities, systems, and services which includes unauthorized entry, use, tamper, etc. of Institute's property or facilities of offices/classrooms, computers networks, and other restricted facilities.

3.11 Damage to and/or destruction of any property of the Institute or any property of others on the Institute premises.

3.12 Making a video/audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person's knowledge and express consent.

3.13 Indulging in any form of Harassment which is defined as a conduct that is severe and objectively, a conduct that is motivated on the basis of a person's race, colour, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender identity, marital status ancestry, physical or mental disability, medical condition etc.

4. Standard Procedure to deal with possible breach of code of ethics & conduct:

If there is a case against a student for a possible breach of code of ethics & conduct, then a Committee will be formed to recommend a suitable disciplinary action who shall Inquire into the alleged violation and accordingly suggest the action to be taken against the said student. The committee may meet with the student to ascertain the misconduct and suggest one or more of the following disciplinary actions based on the nature of misconduct:

4.1 **WARNING-** Indicating that the action of the said delinquent student was in violation of the Code and any further acts of misconduct shall result in severe disciplinary action with oral/written intimation to his/her parents.

4.2 **RESTRICTIONS-** Reprimanding and restricting access to various facilities on the campus for a specified period of time.

4.3 **MONETARY PENALTY-** May include monetary fine as determined by institute officials.

4.4 **SUSPENSION-** A student may be suspended for a specified period of time which will entail prohibition on participating in student related activities, classes, programs etc. Additionally, the

student will be forbidden to use various institute's facilities unless permission is obtained from the Competent Authority. Suspension may also follow possible dismissal, along with the additional penalties including withholding the grade card or certificate for the courses studied or work carried out, ineligibility to reapply for admission to the Institute for a period of one to three years.

4.5 RUSTICATION/EXPULSION — Rustication for 1 year or Expulsion of a student from the Institute permanently. Indicating prohibition from entering the Institute premises or participating in any student-related activities or campus residences etc.

5. APPEAL: If the delinquent student is aggrieved by the imposition of any of the aforementioned penalties, he/she may appeal to the Principal/Campus Director. The Principal/Campus Director may decide on one of the following:

5.1 accept the recommendation of the committee and impose the punishment as suggested by the Committee or modify and impose any of the punishments as stipulated in this Code which is commensurate with the gravity of the proved misconduct.

Or

5.2 Refer the case back to the committee for reconsideration.

In any case the Principal/Campus Director's decision is final and binding in all the cases where there is a possible misconduct by a student.

6. ANTI-RAGGING

The Institute has a coherent and an effective anti-ragging policy in place which is based on the 'UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009' [hereinafter referred to as the 'UGC Regulations']. The UGC Regulations have been framed in view of the directions issued by the Hon'ble Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutions and Colleges. The said UGC Regulations shall apply mutatis mutandis to the Institute and the students are requested kindly to note the following points:

6.1 Ragging constitutes one or more of the following acts:

- a) any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any student;
- b) indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any other student;
- c) asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such a student;
- d) any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
- e) exploiting the services of a student for completing the academic tasks assigned to an individual or a group of students:
- d) any act of financial extortion or forceful expenditure burden put on a student by other students;
- g) any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h) any act or abuse by spoken words, emails, social media post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student;
- i) any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.

6.2 ANTI-RAGGING COMMITTEE:

The Anti-Ragging Committee, as constituted by the Principal/Campus Director shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the

incident. The committee shall be headed by Principal/Vice Principal, and can have the faculty members of the concerned Department and Student representative, as Committee members.

6.3 A student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:

- a) Suspension from attending classes and academic privileges.
- b) Debarring from appearing in any test/ examination or other evaluation process.
- c) Withholding results.
- d) Cancellation of admission.
- e) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- f) In cases where the persons committing or abetting the act of ragging are not identified, the institute shall resort to collective punishment.
- g) If need be, in view of the intensity of the act of ragging committed, a First Information Report (FIR) shall be filed by the Institute with the local police authorities.

The Anti-Ragging Committee of the Institute shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of ragging and nature and gravity of the incident of ragging.

6.4 An Appeal against any of the orders of punishment enumerated hereinabove shall lie to the Principal/Campus Director of the Institute.

7. SEXUAL HARASSMENT

The Institute follows Government of India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, mutatis mutandis to the students of the Institute which can be accessed and reviewed by the students at <http://legislativegov.in/sites/default/files/A2013-14.pdf> Students should note that sexual

misconduct or harassment is severely punishable offence. Sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend of the circumstances of each case.

8. STUDENT GRIEVANCE REDRESSAL PROCEDURES

Any student of the Institute aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarized hereinabove can approach the Student Grievance Redressal cell at the Institute. Further, any student who is aware of any violations must report the same to the Cell. The Cell shall consist of members as appointed by the Principal/Campus Director of the Institute. Said grievance must be in writing and should be made within 60 days from the day of the alleged violation. The Cell shall take cognizance of the grievance and inform the Committee formed to enforce this Code or the Internal Complaints Committee, in cases of any sexual harassment complaints.

9. STUDENT PARTICIPATION IN GOVERNANCE

As Students are members of the Institute campus, they have a substantial interest in the governance of the Institute. The Code, policies and the varied procedures laid down herein intends that the principle of student involvement in governance in both administrative and academic areas is essential and it is pivotal that Students must be at all junctures, be encouraged to put forth their views and advice for an informed decision making. Student participation is encouraged and must be strengthened through the involvement of students in all levels. Therefore, all students who are a part of the Institute and who are going to be enrolled in the Institute are advised to uphold the policy and inform the Institute of any violations and assist individually and collectively to improve the quality and effectiveness of this Code and appended policies.

