



Anil Neerukonda Institute of Technology & Sciences (Autonomous)

(Permanent Affiliation by Andhra University & Approved by AICTE
Accredited by NBA (ECE,EEE,CSE,IT, Mech. Civil & Chemical) & NAAC)

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Code of Ethics Policy

The Code of Ethics Policy of ANITS consists of Code of Ethics for Faculty and Staff (Employees) of ANITS and Code of Ethics for Students of ANITS, as given below.

Code of Ethics for Faculty and Staff (Employees)

The following clauses define the code of conduct for the Faculty and Staff (Employees), of ANITS. They are equally applicable to both regular and ad-hoc employees.

1. Every Employee of the Institute shall be devoted to his/her duty and shall maintain absolute integrity, honesty, discipline, impartiality and a sense of propriety.
2. No Employee of the Institute shall behave in a manner which is unbecoming of such an Employee or which is derogatory to the prestige of the Institute.
3. No Employee of the Institute shall act in a manner which will place his/her official position under any kind of embarrassment.
4. No Employee of the Institute shall, in performing his/her official duties, act in a discourteous manner.
5. No Employee of the Institute shall, in his/her official dealings with the public and students, adopt dilatory tactics or willfully cause delays in disposal of work assigned to him/her.
6. Unless otherwise stated specifically in the terms of appointment, every employee is a whole-time employee of the Institute and may be called upon to perform such duties as may be assigned to him / her by the competent authority beyond the scheduled working hours and on holidays and Sundays.
7. Every Employee shall be required to observe the scheduled hours of working during which he/she must be present at the place of his/her duty. No Employee shall be absent from duty without prior permission. Even during leave or vacation no Employee shall leave headquarters except with the prior permission of the proper authority. Whenever leaving the station, an Employee should inform the Principal in writing through the respective Head of the Department, (or directly if the employee happens to be the Head of the Department.), the address at which he/she would be available during the period of his/her absence from the Headquarters.
8. No employee, except with the prior permission of the competent authority, engage, directly, or indirectly in any trade or business or any private tuition, or undertake any employment outside his official assignments.
9. Whenever any employee wishes to put forth any claim or seeks redressal of any grievance, he / she must forward his / her case through the proper channel to the competent authority only and shall not send copies of any such applications as advance copy to the higher authorities unless the competent authority has rejected the claim or refused relief or the matter is delayed beyond a reasonable time.

10. No Employee of the Institute shall participate in any strike or similar activities, including absence from duty without permission/ Neglect of duty, hunger strike, or incitement thereto, etc; against the Management of the Institute. Violation of this rule will amount to misconduct and will attract deterrent punishment.
11. No Employee of the Institute shall take part in promotion, registration or Management of a company or a cooperative society or a business concern for commercial purposes.
12. No Employee of the Institute shall negotiate for or undertake any other employment or work except those connected with his official duties.
13. No Employee of the Institute shall join or continue to be a member of an association the objective or the activities of which are prejudicial to the interest of the sovereignty of India or Public Order.
14. No Employee of the Institute shall, except with the permission of the Management of the Institute, ask for, or accept or in any way participate in the raising of any subscriptions, or other pecuniary assistance from the other employees of the Institute or students.
15. No Employee of the Institute, except with the permission of the Management, shall participate in radio broadcast, or drama, or any tele-serial or feature film.
16. No employee shall make any statement, publish or write through any media which has effect of an adverse criticism of any policy or action of the Institute, nor shall he/she participate in any such criticism. No Employee of the Institute shall have recourse to the press or any Court of Law without first approaching the Governing Body through proper channel for redressal of his/her grievance(s).
17. No Employee of the Institute shall, (i) while on duty, be under the influence of such drinks or drugs to such an extent as to render him/her incapable of discharging his/her duty properly and efficiently, or (ii) appear in public places in a state of intoxication, or (iii) consume such drinks or drugs in excess.
18. No employee shall take part in politics, or be associated with any political party or organization which takes part in political activity, nor shall subscribe, aid or assist in any manner any political movement or activity.
19. An employee, against whom insolvency proceedings commenced in a court of law, shall forthwith report full facts thereof to the Institute.
20. An employee, against whom criminal proceedings are initiated in a court of law, shall immediately inform the competent authority of the Institute regarding the details thereof.
21. No employee shall, except with the prior sanction of the competent authority, have recourse to any court of law or to the press / media for / against any official act of the Institute.
22. No employee, who has a living spouse, shall contract another marriage without first obtaining the permission of the Governing Body, even if a subsequent marriage is permissible under the personal and religious law for the time being applicable to him /her. Violation of this rule will lead to removal from the service of the institution.
23. All the employees shall handover their original certificates like SSC, Intermediate, ITI/ Diploma, B.E./B.Tech./other Degree, M.E./M.Tech./other P.G., M.Phil./Ph.D. etc, to the Principal at the time of joining duty.

24. Every employee shall be governed by these rules and shall be liable for consequences in the event of any breach of the rules by him / her and the decision of the Principal is final and binding in such cases.
25. An employee who commits any offence or dereliction of duty, or does an act detrimental to the interests of the Institute, is subject to an enquiry and punishment by the competent authority. Any employee who is aggrieved with the decision of the competent authority may appeal against such punishment or decision, within 15 days of the receipt of the orders of the decision, to the Governing Body and the decision of the Governing Body thereon is final.

Code of Ethics for Students

1. Discipline is the hallmark of ANITS. Every Parent and the Student should jointly execute an undertaking regarding the conduct of the student during his /her stay in the institute.
2. Students must abide by the rules, regulations, policies and procedures as may be framed / adopted by the institute from time to time in connection with punctuality, attendance and discipline etc. Failure to comply with the rules and regulations will attract severe punishment including expulsion from the institute.
3. Students shall watch out Notices displayed in Notice boards, digital Class or other groups, College website etc. on a regular basis and shall take necessary action on time wherever necessary.
4. Students shall be exemplary in their conduct by keeping academics as their priority and shall actively participate in all co-curricular and extra-curricular activities organized by the Institute duly observing the concerned Rules and Regulations.
5. Students shall make sincere efforts to complete his/her course of study within the stipulated period, contributing for the excellence of academic environment in the institute.
6. Students shall be Regular, punctual, well-mannered and scrupulously honest in all activities and interactions.
7. Students shall remain in the classrooms / labs / library during the college timings and shall not loiter in the corridors or any other place in the campus.
8. Students shall respect the instructions of concerned faculty as per requirements of academic activity (such as bringing calculators, relevant codes / academic material, writing class notes, completing the academic tasks etc.). Students must adhere to the class-room norms and co-operate with the teacher in the smooth conduct of the class work.
9. Students shall use the free time (if any) in an effective manner that enriches their academic experience (such as using library / Computer Center / interacting with faculty).
10. Students shall maintain silence in the corridors of academic area, class rooms, library and examination halls.
11. Students shall not indulge in ragging in any form within the Campus/outside the Campus or in Hostels and their conduct shall be to protect and uphold the reputation and interests of the Institute.

12. Students shall respect all classes and genders of people and shall not use any profane language or offensive gestures during expression/interaction with others and shall not involve in gossiping or spreading rumours.
13. Students shall wear decent and stipulated uniform on the campus. Students shall wear their Identity Cards at all times on the Campus and shall be shown to the teaching staff, security or any other staff authorized for this purpose.
14. Using and carrying of cell phones is prohibited in Educational Institutions by Government of Andhra Pradesh, vide GO.No: APSCHE letter No: H2/127150/2005 dated 24-03-2006. If any student is found using Cell Phones in class room, the cell phone will be confiscated and will be returned only at the end of completion of their Program of study.
15. Students shall take care of their own belongings such as Books, Bags, Instrument Cases and other related Items.
16. Students shall not cause misappropriation, damage, Unauthorized Possession, Defacement, of Computers, equipment, Benches and any other property or resources of the institute.
17. Students shall not involve in theft or possession of property belonging to another person without the permission of the rightful Owner.
18. Students shall co-operate and support in keeping the institute premises clean and hygienic and shall not throw empty bottles /used or unused covers / papers / paper boxes and such other forms of waste / trash on the campus of the Institute and shall dispose them in appropriate waste bins.
19. Students shall disclose a pre-existing health condition, either physical or psychological, that may cause inconvenience either healthily or academically to himself/ herself or others.
20. Students shall not post derogatory comments about other individuals of the Institute on the social media or indulge in any such related activities that cause damage to the reputation of the Institute.
21. Students are strictly prohibited from carrying out strikes, staging dharna and other similar forms of protests. Students found indulging in such activities will be summarily expelled from the institute. No students unions, except professional associations, are permitted in the institute.
22. Smoking, Consumption of Alcohol & Drugs / Narcotics and gambling of any kind are prohibited in the institute. Any student found in the institute premises in an intoxicated condition at any time will be summarily expelled from the institute.
23. The decision of the Principal shall be final and binding in all matters pertaining to the student's conduct and discipline. He has the authority to take any disciplinary action in case of violation of the Rules of conduct as deemed necessary, including suspension and rustication.


PRINCIPAL

(Dr. K.Sri Rama Krishna)
Principal

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