

Handbook on Human Values and Professional Ethics



MARIAN COLLEGE
KUTTIKANAM

(AUTONOMOUS)



I N D E X

| Section | Title | Page Number |
|---------|-----------------------------|-------------|
| 1 | Marian Vision and Mission | 3 |
| 2 | Marian Motto | 3 |
| 3 | Marian Core Values | 4 |
| 4 | Introduction | 5 |
| 5 | Human Values | 5 |
| 6 | Professional Ethics | 6 |
| 7 | Code of Professional Ethics | 7 |

1. MARIAN VISION AND MISSION

THE VISION

“To be a transformational leader in education, facilitating and celebrating the full flowering of life in abundance”

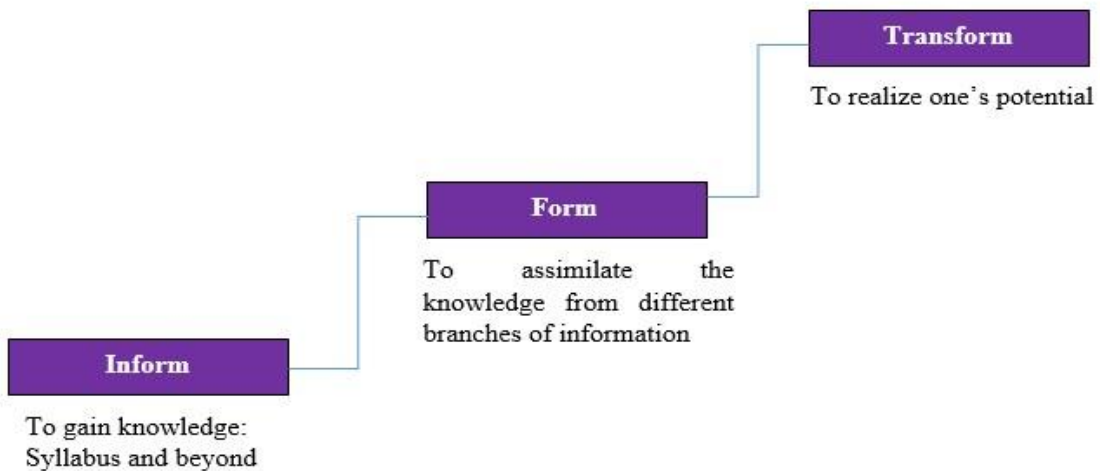
THE MISSION

we at Marian commit ourselves to achieve our vision through:

- Facilitate an enriching scholastic experience focused on higher order thinking and competencies.
- Create avenues for developing artistic, literary and sports talents, life skills, personal health and well-being.
- Nurture a collaborative learning community, open to free exchange of ideas in which research, creative ideation, innovation and entrepreneurship flourish.
- Influence the educational sector by strengthening and innovating outcome- based learning and assessments, fostering multidisciplinary engagements and integrating technologies.
- Bring in a transformative impact on society - regional, national, and global- by attracting diverse talents and engaging with institutional partners.

2. MARIAN MOTTO

"Inform, Form and Transform"



3 MARIAN CORE VALUES

Humans have the unique ability to define their identity, choose their values and establish their beliefs. All three of these directly influence a person's behavior. People will act congruent with their personal values or what they deem to be important. **A value is defined as a principle that promotes well-being or prevents harm.**

Personal values are defined as: **—Emotional beliefs in principles regarded as particularly favorable or important for the individual.**|| our values associate emotions to our experiences and guide our choices, decisions and actions.

MARIAN CORE VALUES

These institutional values will be reflected in the actions of all stakeholders of Marian:

- Respect: Respect moves us to understand the gifts and unique nature and contributions of every person in the Marian learning community and to value diverse perspectives.
- Excellence: Excellence commits us to challenge ourselves to utilize our God-given gifts - intellectual, social, physical, spiritual and ethical.
- Compassion: Compassion compels us to stand with and embrace others in their sufferings that, together, we may experience God's liberating, healing and life giving presence.
- Service: Service calls us to use our gifts, talents and abilities to advance the genuine well-being of our community and those we encounter.
- Hospitality: Hospitality draws us to do our daily work with a spirit of graciousness that welcomes new ideas and people of all backgrounds and beliefs.
- Integrity: Integrity gives us the ability to realize the greater good in our actions and programs and challenges us to look at our work and ourselves holistically and as one that united with nature and others across the globe.
- Diversity: Diversity builds a community that fosters an environment that is open and welcoming diverse people, ideas, and perspectives; that promotes constructive discourses on the nature of diversity; and that engages faculty, staff and students in activities that promote the MCK's core values.

- Learning for life: Learning for life, in the liberal arts tradition, encourages us to pursue knowledge and truth throughout our lives in ways that improve our communities and ourselves and that strengthen our understanding of each other.

4. INTRODUCTION

The Constitution of India has placed 'education' as the fundamental right of every citizen of the country. Higher education, the pillar of career and leadership building, plays a vital role in the social and economic development of a society and the nation. Great role and responsibility is entrusted to the Higher Education Institutions (HEIs) in building strong leadership and well-knit society through excellence in academics, ethical curricula and community engagement. The purpose of education in general and higher education in particular is to facilitate actualization of human potential by making its stakeholders, particularly higher educational administrators, teachers, and learners, conscious of human values and professional ethics. Therefore, HEIs are required to create high quality practices and an environment that is supported with human values and professional ethics to ensure their dignity and integrity. Physical-psychological knowledge and financial infrastructure of HEI needs to grow with values and ethical practices. Handbook of 'Code of Ethics' describes the principles and guidelines to be followed by all the stakeholders of the HEI.

5. HUMAN VALUES

Human values refer to the basic inherent moral inclinations towards kindness, honesty, loyalty, love, peace, sympathy, truth etc. that enhance fundamental goodness of human beings and society at large. They are the values that human beings cherish and hold in common, consciously and otherwise, in most of the places and times and practice them. Human values help in understanding the attitude, motivation, behaviour, and also influence one's perception about the world. They enable the interpretation of "right and wrong" and provide the waysto understand humans and organizations. The principal human values are discussed in brief as follows:

- 51. Love & Compassion:** Love manifests in sincere care of others, kindness, empathy and compassion for all. True unconditional love leads to compassion. It may be seen in operation in human acts of generosity, mercy and charity.
- 52. Peace:** Peace contains values like equality, humility, optimism, patience, self-confidence, self-control, self-esteem etc. Its scope includes peace at the levels of individual, society and the world.
- 53. Truth:** Truth is eternal and unchanging, as it deals with ultimate and unchanging reality. It is marked with values like accuracy, fairness, honesty, sincerity, justice, fearlessness, integrity, quest for knowledge, determination, etc. In professional life, the simplest manifestation of truth is in sincerity that can be seen in terms of commitment to work.

- 54. Non-Violence:** Non-violence refers to restraint from consciously doing any harm through one's thoughts, speech or action to any entity, living or non-living. Non-violence demands abstinence from hatred and nurturing love and compassion for all beings.
- 55. Righteousness:** Righteousness is the backbone of core human values as it involves conduct of life and action by practicing propriety and decorum at every stage. It covers ethical guidelines, ethical behaviour and moral values.
- 56. Renunciation:** Renunciation connotes caring attitude towards all living beings without any selfish motives. It is seen in austerity, self-control, and selflessness of a person.
- 57. Service:** Service is an action performed out of love. It also stands for compassion and sacrifice for others. The value of service demands equanimity without any conditions or discrimination based on caste, creed, race, region and religion.
- 58. Peaceful co-existence:** Peaceful co-existence describes cohesive and coherent relationships. It contains psychological and social values such as benevolence, compassion, consideration, morality, forgiveness, brotherhood, equality, perseverance, respect for others, environmental awareness, etc.
- 59. Discipline:** Discipline indicates regulated values followed by the individual for all beings. It contains values like regulation, direction, order, etc.

Values are to be learned through practices to form the foundation of strong human culture. Hence, the administrators and teachers in HEIs need to bear in mind that their peers and learners learn values from their conduct and behaviour. Institutions having better human values flourish and get recognition. Marian College Kuttikkanam attained the status of a premier institution in South India by following the above mentioned human values. The core values followed by the college are mentioned below:

- ❖ **Quality Education and Research**
- ❖ **Striving for Excellence**
- ❖ **Strong Professional Ethics**
- ❖ **Student Centric Academic Environment**
- ❖ **Social Well-being and Development**
- ❖ **Respect for All**

6. PROFESSIONAL ETHICS

Human values and professional ethics are complementary to each other. Whereas human values convey personal conviction, ethics describe the accepted principles and standards of conduct about moral duties and virtues as applied to an organization. Codes of professional ethics guide the stakeholders of an organization about the desirable and undesirable acts related to the profession

The underlying philosophy of having professional ethics is to make people follow a sound uniform ethical conduct. The success of an institution's mission and vision is driven by value-based ethical behavior of its committed faculty members, officers, staff and students. Following are some of the vital components of professional ethics that professional organizations necessarily include in their code of conduct:

- 61. Integrity:** Adhering to conduct of duties in righteous manner and in accordance with principles of honesty, trust, transparency and fairness.
- 62. Trusteeship:** Operating in an efficient, ethical and true manner while ensuring group participation and a system of check and balances within an institution.
- 63. Harmony:** Balancing the diversity and difference through a culture of tolerance, discussion and forgiveness among stakeholders.
- 64. Accountability:** Establishing the environment of openness and trust to accommodate mistakes and to encourage individual in taking the responsibility of one's action.
- 65. Inclusiveness:** Adopting standards, policies and procedure to promote and ensure equal opportunity without any discrimination against an individual or a group seeking education, employment, promotion and other activities in an institution.
- 66. Commitment:** Dedicating to the vision and mission of the institution while cultivating one's knowledge, skills and attitudes to achieve excellence in due time and regulatory boundaries.
- 67. Respectfulness:** Creating an environment of mutual respect, trustworthiness and quality interaction as well as fair participation of functionaries and beneficiaries of the institution.
- 68. Belongingness:** Fostering a shared vision of institution to make everyone feel secure, supported, accepted and included.
- 69. Sustainability:** Ensuring optimal resource utilization — economic, environmental and social — to achieve long lasting and safe future.

7. CODES OF PROFESSIONAL ETHICS

7.1 Administrative Authority

It would include Vice-chancellor, Dean Academic Affairs, Dean Students' Welfare, Registrar, Deans of various Faculties, Finance and Development Officer, Heads/Directors/Nodal Officers of Departments/Cells/Programmes, Academic Statutory Bodies, etc.

The authority would:

1. Be responsible to observe that the provisions of Acts/Statutes/Ordinances and Regulations of the College are strictly adhered to in all its businesses.

2. Comply with laws, rules, and regulations of the government applicable to the College.
3. Provide inspirational and motivational value-based academic and executive leadership through policy formation, operational management, optimization of human resources and concern for environment and sustainability.
4. Follow the highest degree of ethics in its decision making in the best interest of the College.
5. Strive for creating an environment conducive for teaching, learning, research and development according to the maximum potential of the College in order to bring the social change and hence national development.
6. Follow objectives and policies of the College and contribute constructively to achieve its mission and vision.
7. Maintain confidentiality of the records and other sensitive matters.
8. Endeavor to promote work culture and ethics that bring about quality, professionalism, satisfaction.
9. Refrain from any misappropriation of financial and other resources.

72. Administrative Staff

Administrative staff would:

1. Carry out official decisions and policies faithfully and impartially, seeking to attain the highest possible standards of performances.
2. Encourage the staff to maximize their efficiency.
3. Create conditions that inspire teamwork.
4. Act timely to readdress the genuine grievances.
5. Maintain confidentiality of the records and other sensitive matters.
6. Co-operate and form strong liaison with colleagues.
7. Show care for the institution's property.
8. Facilitate congenial environment.
9. Refrain from any form of discrimination.
10. Not accept bribes or indulge in any corrupt practices.
11. Make every effort to complete the assigned work in a time-bound manner.

73. Teachers

Teaching is a noble and devout profession which tends to instill in students — knowledge and values. His/her precepts and practices should reflect idealism, perfection and proficiency.

Teachers would:

1. perform duties, in the form of teaching, tutorial, practical, seminar, research work entrusted by the College with diligence, dedication and

Punctuality.

2. Contribute to professional growth through continuous research and presentations in conferences, seminars and professional meetings.
3. Co-operate and assist in the admission, examination, supervision, and invigilation and evaluation process of the College.
4. Co-operate in the formulation of policies of the College by accepting various offices and discharge responsibilities which such offices may demand.
5. Abide by Act, Statutes, Ordinances, rules, policies, and procedures of the College and respect its ideals, vision, mission, cultural practices and traditions.
6. Adhere to responsible conduct and behavior expected of them by the society.
7. Create a conducive teaching–learning environment through innovative practices and knowledge sharing.
8. Act as role models for students by displaying good conduct and character.
9. Act as friends, philosophers and mentors of students in identifying their potentials and encourage them to improve their personality and contribution to the community welfare, environment and national heritage.
10. Encourage students to actively participate in activities of national priorities.
11. Respect the rights and dignity of the students in expressing his/her opinion.
12. Refrain from harassment of students in any form.
13. Deal justly and impartially with students regardless of their religion, caste, and political, economic, social and physical characteristics.
14. Refrain from taking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities.
15. Behave with dignity and courtesy with staff and fellow colleagues.

7A. Students

Students of the College are expected to devote their energy in learning and developing a wholesome personality.

The students would:

1. Abide by Acts/Statutes/Ordinances, rules, policies, procedures of the College and respect its ideals, vision, mission, cultural practices and the traditions.
2. Remain punctual, disciplined and regular in attending class lectures, tutorials and research.
3. Observe modesty in their overall appearance and behavior.

4. Behave with dignity and courtesy with teachers, staff and fellow students.
5. Act as role models for junior students by attaining the highest level of values and morality.
6. Maintain harmony among students belonging to different socio-economic statuses, communities, castes, religions and regions.
7. Contribute towards cleanliness of the campus and its surroundings.
8. Show respect and care for the institutional properties.
9. Observe proper behaviour while on educational tour/visit or excursion.
10. Be honest in providing truthful information about all documents.
11. Maintain the highest standards of academic integrity while presenting one's own academic work.
12. Help teachers in maintaining learning environment conducive for all students.
13. Strive to keep campus ragging free.
14. Be sensitive to gender issues.
15. Be sensitive to societal needs and development.
16. Maintain good health and refrain from any kind of intoxicants.